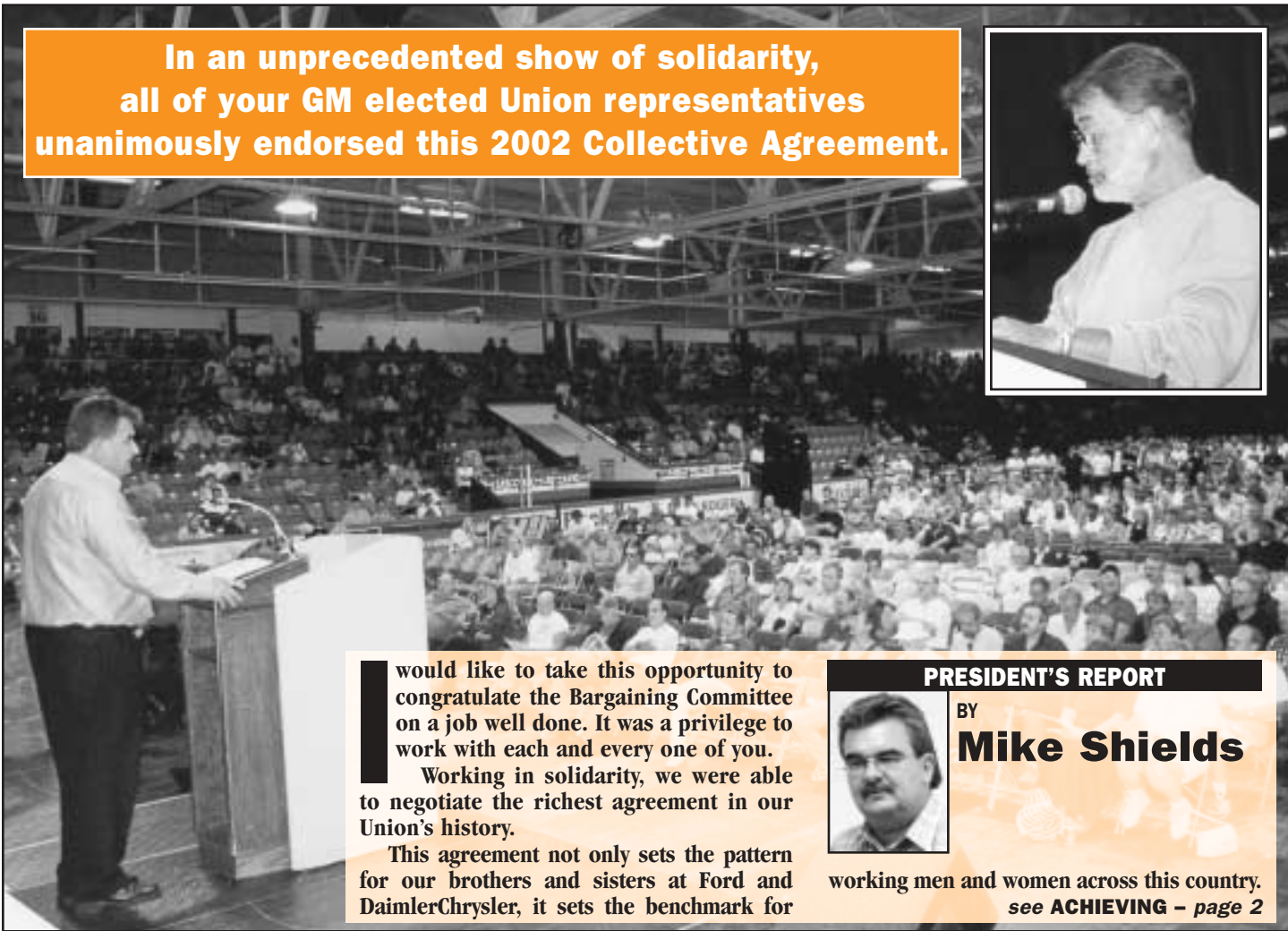


OSHAWORKER

THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

Achieving The Richest Agreement In Local History

In an unprecedented show of solidarity, all of your GM elected Union representatives unanimously endorsed this 2002 Collective Agreement.



would like to take this opportunity to congratulate the Bargaining Committee on a job well done. It was a privilege to work with each and every one of you.

Working in solidarity, we were able to negotiate the richest agreement in our Union's history.

This agreement not only sets the pattern for our brothers and sisters at Ford and DaimlerChrysler, it sets the benchmark for

PRESIDENT'S REPORT

BY

Mike Shields



working men and women across this country.
see **ACHIEVING** – page 2

Local 222 President and Chairperson of the GM/CAW Master Bargaining Committee Mike Shields and Plant Chairperson Tom Hoar (inset) address the members on September 22 at the ratification meeting at Oshawa Civic Auditorium.

INSIDE THIS ISSUE...

Labour Day Parade.....	pg. 8	Skilled Trades.....	pg. 16
Unit Chairpersons	pg. 9	Negotiations Photo-history	pg. 24
Retirees	pg. 13	Classifieds.....	pg. 39

Achieving The Richest Agreement In Local History

— continued from page 1

We were able to address our major issues of benefits, work standards, time off the job, wages, future investment as well as local issues.

Benefits

Your bargaining committee improved all current healthcare benefits, S&A coverage was increased to \$710 a week (representing almost \$18 an hour), more than what the average Canadian makes at his/her regular job. Skilled Trades' S&A was moved to \$840 per week.

We made major improvements in chiropractic coverage. We made a breakthrough by negotiating new benefits in the field of naturopaths, podiatrists and registered massage therapy.

The new child care benefit negotiated in 1999 was increased from \$2,000 to \$2,400 per year. This benefit becomes a co-ordinated benefit; in addition to this, the age limit was raised from five to eight years of age, making an additional 2,000 children eligible for this benefit.

In 1999 bargaining we introduced Dependent Scholarship or Tuition Assistance Program for dependent children attending post secondary education. We have increased this benefit by \$500, going from \$800 to \$1,300 per year (this also becomes a co-ordinated benefit) and in addition, our retirees are now covered for this benefit.

Effective October 1, 2002 individuals on Extended Disability Benefits (EDB) will have their benefits adjusted annually by 90 percent of the rate of inflation. This is an important breakthrough for these recipients. They now have inflation protection along with active and retired workers. For those brothers and sisters on long-term EDB, your minimum benefit will be increased from \$1,600 per month to \$1,800 and you will also have your benefit adjusted annually by 90 percent of the rate of inflation effective October 1, 2003.

Document 12s and 13s were increased from \$50,000 to \$60,000. We also negotiated an additional 1,200 Document 13s.

Wages

We negotiated wage increases of three percent, three percent and two percent coupled with an improved COLA formula representing a 13.5 percent wage increase over three years. In dollars and cents, it represents our largest wage increase in our history. At

***In dollars and cents,
it represents our
largest wage increase
in our history.***

the end of this collective agreement a production worker will earn nearly \$32 an hour, and Skilled Trades will make more than \$37 an hour.

When I was first elected president in 1996, an assembler made approximately \$22 an

***This is not only good
for our members,
this is good for
the community as a whole.***

hour. At the end of this agreement, this same worker will make nearly \$32 an hour. No group of workers in this country have experienced this type of growth in wages.

Every employee who worked between January 3, 2002 and September 17, 2002 will receive a \$1,000 signing bonus, coupled with the \$1,500 Christmas bonus (increased from \$1,200). This will infuse over \$20 million in the next couple of months into the economy of the Region of Durham. This is not only good for our members, this is good for the community as a whole.

Time Off The Job

Your bargaining committee negotiated an additional 28 hours to the vacation schedule in each year of the agreement for a total of 84 hours. This is the single largest increase of vacation time in the history of our union. The vacation schedule combined with SPA, Christmas holidays and long weekends entitles over 80 percent of our membership to more than 11 weeks of paid time off in each year of the agreement. No other Union negotiates this kind of time off for its members.

Investment

Our demand for more investment in Canada continued throughout this set of negotiations.

We were able to get a commitment for \$800 million in new investment, the vast majority of that coming to Oshawa. This will include a new Paint Shop for the Car Assembly Plant.

This investment puts us in the driver's seat to be awarded the new Buick. It also puts us in a good position to make an argument for an additional third shift in Car Plant, resulting in us building over one million vehicles in the Oshawa Autoplex each year, making us the largest producer in the world.

We also firmed up the commitment to bring the crewcab to the Truck Assembly Plant. This labour-intensive vehicle will create an additional 120 jobs.

With the benefits, time off the job, wages, local agreement, Document 12 and 13 improvements combined with the future investment commitments of \$800 million, I believe this is without a doubt the richest collective agreement in our Local Union's 65-year history.

As I said at the ratification meeting, your bargaining committee was only able to accomplish this with the overwhelming support of you, the membership. 🍁



Support The United Way

Congratulations On A Strong Agreement

First of all, congratulations go out to President Mike Shields and the Oshawa Bargaining Committee for their strong leadership in negotiating an exceptional agreement and leading the 2002 pattern bargaining negotiations.

This extremely rich and well-rounded agreement covers significant wage improvements as well as improved health care benefits, income job security, retirement incentives, additional paid time off, etc.. This is a very responsible agreement, securing an \$800 million commitment in investment for Oshawa and St. Catharines, which in turn creates long-term job security.

This commitment goes further than most think. This also secures the future of all the component feeder plants in the area. In the big picture, these guys did not only what we

expected of them, they did it all without a work stoppage.

Without a doubt, the very large majority of the membership recognized how good an agreement this is. The problem is that your recognition of this needs to be reflected in your attendance at ratification. Consider what is going on outside of Oshawa, with intended plant closures, layoffs and nothing but complete uncertainty in the auto sector, not to repeat but to reiterate what Chris Buckley's article said in the previous *Oshaworker*.

Just look back and take a few minutes to read it. You can't argue with facts. The representation in the 2002 bargaining was at its best.

Progress Continues Throughout The Plant

The new Paint Shop is ahead of schedule and the remedification to the whole area is moving along well. Very likely those impacted by the restructuring of the work areas will return to their department sooner than expected for training.

The Stamping Plant continues to iron out issues with the new work commitments. The rad support area in particular is coming along and the commitment from the people in the area can't be overlooked. A lot of long days and weeks from those in the area is the contributing factor of it getting to where it is.

In Great Respect

Words can hardly describe the great respect and recognition the membership feels

ACSYS TECHNOLOGIES PLANT CHAIRPERSON AND FIRST VICE-PRESIDENT'S REPORT



BY
**Wayne
Murphy**

for Christine Thompson and her contributions. Christine's popularity and dedication goes much further than the walls of our plant. She was well known throughout the Local as a highly respected union representative, as human rights women's advocate, and our Women's Committee rep from our plant.

But probably Christine will be best remembered for her tireless effort in fundraising for under-privileged children, sending kids to summer camp, helping children and their families at Christmas and no one worked harder or could do it better than Christine.

She was a good friend to all. We all will miss her dearly. Our deepest condolences goes out to the family in this time of sadness.

ACSYS Unit Meeting

Our next ACSYS Unit meeting will be Monday, October 21, 2002 at 4:30 p.m. at our Local Union Hall. Please plan to attend. Our last meeting saw a number of new faces to our regular monthly meetings.

As always with any issues or concerns don't hesitate to call 905-433-3343 or pager 905-439-3343. 🍁

GM SHOP COMMITTEE CHAIRPERSON'S REPORT



BY
**Tom
Hoar**

**will return
next month**

CAW TCA LOCAL 222

is an amalgamated Local made up of the following units:

General Motors
ACSYS Technologies
TDS Automotive
Lear Corporation
A.G. Simpson
PPG
Woodbridge Foam
Columbus McKinnon
Oshawa Transit
St. Marys Cement
Center Manufacturing
AVPEX International
Whitby Transit
Cliff Mills Motors
Kerr Industries
U.S. Filter
Johnson Controls

CAW LOCAL 222 EXECUTIVE BOARD

President Mike Shields	Second Vice President Jim Hoy	Guide Mike McPhee	Board Member At Large (Balance of Local) Tim Thompson
Financial Secretary Terry Spence	Sergeant-At-Arms Al O'Neill	Board Members At Large Deb Weatherby (PPG) Shane Luxton (Lear Corporation) Russ Martin (A.G. Simpson) Vivian Terrelonge (TDS)	Female Board Member At Large Diane Cunningham
Recording Secretary Garry Murphy	Trustees Charlie Peel Paul Goggan Chris Buckley		Retirees' Representative John Sinclair
First Vice President Wayne Murphy			

Editor
Joe Sarnovsky

Editorial Board
• Mike Shields • Terry Spence • Garry Murphy •

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

The Oshaworker is published by Local 222 of the National Automobile, Aerospace, Transportation and General Workers Union of Canada, 1425 Phillip Murray Avenue, Oshawa, Ontario. L1J 8L4
(905) 723-1187 1-800-465-5458 — Fax (905) 436-9515.
Local 222's e-mail address is: local222@idirect.com
Local 222's web site is at: www.cawlocal222.com



Production by
Thistle Printing Ltd.

Tremendous Job, Tremendous Contract

On September 22 we ratified our agreement with GM. There were just over 3,000 people there, and I was actually quite disappointed with both the numbers and the outcome of the vote. It's difficult to estimate the exact numbers, but the small minority who came in with an unjustified negative attitude could have put our futures in jeopardy by voting down an agreement that gives us far above what working class people around the world receive.

I thought the negotiating committee did an excellent job, and they addressed all of our issues to come up with some terrific gains for our members.

Along with all the gains, the most important thing for me was the job security we can enjoy for years down the road with the announcements of the new paint shop and the crewcab.

A tremendous amount of credit must be given to Mike Shields for his hard work and long hours chairing the entire CAW/GM master bargaining committee; to Tom Hoar for his persistence with our Local issues; and to the entire Shop Committee for bringing home this ground-breaking contract.

Johnson Controls

Welcome to Local 222 to the brothers and sisters at Johnson Controls Inc. in Whitby. We already enjoy a good rapport with their interim Union committee led by Larry Williams, with members Chris Weessies, Joshua Anderson, Pam Vock, and Louie Bozanis.

Thanksgiving And The United Way

As you gather with family and friends to enjoy the four-day weekend (brought to you by your Union) please remember there are

FINANCIAL SECRETARY'S REPORT



BY
**Terry
Spence**

less fortunate members of our community. We support the United Way because it is able to provide assistance to many people through many deserving agencies.

In Sympathy

One of our active trade unionists, Christine Thompson, passed away recently. We are a better Union for having known Christine.

Our sincere condolences to Chuck Ibbitson and family. 🍁

Christine Thompson: The True Meaning Of Sisterhood

Iam deeply saddened to be writing about the passing of Sister Christine Thompson-Ibbitson.

Christine was a true Union activist who wore many hats. She was a compassionate Women's

Advocate and Employment Equity Rep at ACSYS Technologies (the former GM North Plant). She was totally committed to the Women's Committee and was elected by the membership for five terms. As will the Women's Committee, the United Way will also miss her presence and contributions as a volunteer member of its Board.

Christine had a passion for helping children who were less fortunate, and would always be raising funds to help them in some way. Her Union family will miss her very much. She knew

the true meaning of Sisterhood and practiced it every day, it came so naturally for her. I personally will miss Christine's encouraging words and her known ability to make us all laugh.



I do, however, believe there is a bigger plan for Christine, and I, along with the many who knew and loved her, believe that she is sitting amongst a multitude of children, sharing her colourful stories and brightening their faces as she was known to do here with us. I will miss her very much!

My sincere condolences to her loving family.

*By Diane Cunningham,
Female Board Member At Large,
CAW Local 222*

CAW Local 222 Financial Report

Covering the Month of August, 2002

Total Receipts	\$ 961,354.70
Total Expense	<u>895,849.92</u>
Surplus (Deficit)	\$ 65,504.78

CAW Local 222: Balance Sheet As At August 31, 2002

ASSETS

CURRENT ASSETS

Cash	334,296.73
Bank	<u>315,960.30</u>
Total Bank	315,960.30
Deposit - AWCU	37,640.17
Due from Dental Centre	91,144.25
Mortgage Receivable	-2,597.11
Dominion of Canada Bonds	12,000.00
Short Term Investments	772,185.48
TOTAL CURRENT ASSETS	<u>1,560,629.82</u>

Fixed Assets

Land	615,195.00
Buildings	2,829,533.00
Equipment	92,627.61
Total: Fixed Assets	<u>3,537,355.61</u>

TOTAL ASSETS	<u>5,097,985.43</u>
---------------------------	---------------------

LIABILITIES

CURRENT LIABILITIES

Accrued Liabilities	2,530,418.03
UI Payable	283.29
UI Payable - Lost Time	1,634.72
CPP Payable	395.92
CPP Payable - Lost Time	2,676.48
Income Tax Payable	4,759.22
Income Tax Payable - Lost Time	8,803.83
Receiver General Payable	18,553.46
EHT Payable	42,841.35
Union Dues Payable	1,959.55
AWCU	2,907.84
Charitable Deductions	2,022.79
WCB Payable	30,908.12
Due Re: Duplate Council Fund	500.00
Retired Members Fund	40,568.33
TOTAL CURRENT LIABILITIES	<u>2,670,679.47</u>

TOTAL LIABILITIES	<u>2,670,679.47</u>
--------------------------------	---------------------

EQUITY

NET ASSETS

Net Assets	2,712,820.97
Surplus	-285,515.01
TOTAL NET ASSETS	<u>2,427,305.96</u>

TOTAL EQUITY	<u>2,427,305.96</u>
---------------------------	---------------------

LIABILITIES AND EQUITY	<u>5,097,985.43</u>
-------------------------------------	---------------------

CAW Local 222: Income Statement August 1-31, 2002

REVENUE

INCOME

Membership Dues	932,778.14
Initiations	3,320.00
Oshawa Area Skilled Trades	47.09
S.U.B. Receipts	2,392.94
Hall Maintenance	2,533.25
Staff Wage Recoveries	1,649.40
Miscellaneous Collections	290.00
Oshaworker	8,004.18
Rent	9,110.73
Soft Drinks and Vending	68.75
Telephone Income	1,160.22
TOTAL REVENUE	<u>961,354.70</u>
TOTAL REVENUE	<u>961,354.70</u>

EXPENSE

OFFICE AND BUILDING

Employee Salaries	74,730.59
UI Expense	2,172.41
CPP Expense	3,084.45
WCB Expense	485.17
EHT Expense	2,487.38
Other Benefits	<u>24,348.72</u>
Employee Benefits and Insurance	32,578.13
Hall Expenses	1,515.86
Miscellaneous purchases	45,769.99
Building Maintenance	11,124.99
Soft drinks and vending	843.36
Telephone	10,811.83
Office Supplies and General Expense	9,417.44
Officers Expense	940.65
Professional	<u>3,649.10</u>
Total Office and Building	<u>191,381.94</u>

ORGANIZATIONAL

Per Capita — A G Simpson Council	133.80
Per Capita — Durham Labour Council	1,964.55
Per Capita — CAW Assessment	533,379.52
Per Capita — CAW Council	<u>9,327.36</u>
Total Per Capita	544,805.23
Lost Time: Wages and Benefits	52,827.70
Lost Time Expenses M&E&H	46,677.75
Lost Time Expenses — Hotels	<u>28,672.99</u>
Lost Time Expenses	75,350.74
Education	660.00
Investors Grp Trust — Staff Pensions	22,036.00
Total Oshaworker	0.00
Picnic	3,547.05
Publicity	615.25
Recreation	1,240.00
Welfare and donations	3,341.00
Skilled Trades	45.01
Total Organizational	<u>704,467.98</u>

TOTAL EXPENSE	<u>895,849.92</u>
----------------------------	-------------------

NET INCOME	<u>65,504.78</u>
-------------------------	------------------

CAW  TCA
LOCAL 222

Many Positive Changes With New Contract

I am very happy to be back in Oshawa following a successful set of negotiations. There was a lot of media coverage about the wage increases, the COLA and pension improvements, increased time off, increased training time, and the additions to our benefit coverages that were part of the Master Agreement. In addition, we in Oshawa were successful in negotiating new business, changes to our Local Agreement, and changes to our plant practices that will increase our job security and improve our working conditions. The following are some of the highlights of what was negotiated for the Oshawa Car Plant:

- The new Paint Shop was finally secured.

The building of this facility will mean additional job security for our Skilled Trades workforce, and when completed, it will mean that the third shift can be expanded to both plants. In addition, we addressed concerns about the "outsourcing" of the new paint shop jobs by negotiating a letter that guarantees the skilled and non-skilled jobs in the paint shop will be represented by Local 222.

- Work standards were a big issue for the Oshawa negotiating team.

A "100 day letter" was negotiated just for the Oshawa plants, meaning that when a job in Oshawa is changed, the company cannot add work to the job assignment for a period of 100 calendar days.

- Before any job changes can be made, the company has to notify the Production Standards representative in writing 30 days in advance and provide the reasons for the change.

Validation data also has to be provided. Therefore, there cannot be any more situations of job changes occurring before the standard data has been updated, and then discovering that there isn't enough time to do the job.

- The Master Agreement production standards language doesn't allow the Production Standards representatives to be involved in

standards disputes in service groups, so a local letter was negotiated to allow for this.

- The Car Plant now has free flow at all our gates during our paid lunch breaks on all three shifts.
- The heat relief policy that was established locally in 2002 has now been agreed to for the life of the agreement.
- The company has always taken the position that they have the unilateral right to establish or change lunch and break times, and the Union has always objected to this.

The company made it a demand that the Union recognize the company's right, which we refused to do. By making this a demand, the company has acknowledged that they do not have the right to change lunch and break times and has strengthened the Union's position that this violates the agreement.

- We negotiated additional relief time in the Paint Shop for the Technicians Sprayers clas-

***Your Shop Committee
was unanimous in
its support of this agreement,
which we believe will improve
the working conditions
and job security
for all our members.***

sification in both plants and on the third shift.

- Workbenches have continued to be a contentious issue since the company first started trying to eliminate them in 1996.

We have negotiated a local agreement that ensures not only the presence of workbenches at job stations, but that also guarantees workbenches will be at least 18" x 36" in size.

- Changes were negotiated to the Local Seniority Agreement, including a UR rate for "spare" people in Material departments, and the elimination of the Non Interchangeable (NI) classifications.

The elimination of NI means that we will no longer have low seniority people protect-

CAR PLANT AREA CHAIRPERSON AND SECOND VICE-PRESIDENT'S REPORT



BY

**Jim
Hoy**

ed during layoffs. During reductions in force, seniority will be the deciding factor.

- We addressed the problems that we have had for years with the company knowingly shipping defective cars to Gen-Auto and then hiring PIC or others to fix them, saying that our members don't have any right to the work once the cars leave our property.

We negotiated a letter stating that when the company ships vehicles that they know need repair pertaining to our content, this repair work will remain bargaining unit work.

- There were a number of changes negotiated in the non-skilled maintenance departments, including the reclassification of Sweepers to Cleaner Attendants, resulting in an increase of \$0.32 per hour.

In addition, the non-skilled maintenance employees now have in writing the right to pick

their jobs by seniority on casual overtime.

Your Shop Committee was unanimous in its support of this agreement, which we believe will improve the working conditions and job security for all our members. If you have questions about any of the items that were negotiated on behalf of the Car Plant membership, please contact your Committee-person, your District Committee-person, or myself. We will be happy to answer any questions.

I am pleased to be back home, and I am looking forward to ensuring that the company lives up to the many things that were negotiated for our membership here in Oshawa. 🍁

OSHAWORKER Deadline

for the November issue is Friday, October 18 at 4:00 p.m.

Considerable Pride In Contract Accomplishments

Summer is over and I hope everyone and their families had an enjoyable vacation.

Summer is over but our new three-year collective agreement has just started.

It's difficult to understand why in our location, where we continue to flourish, the number of people turning down the tentative agreement are so much higher than in other locations where they are burdened with major job security issues.

Could it be that out of our 11,000 GM members, 8,000 didn't vote because they are content? Is it safe to conclude that the 8,000 who didn't vote at the September 22 ratification meeting are happy with the media's outline of the tentative agreement and that's why they didn't show up at the Civic? It's my view they had confidence in their bargaining committee and were satisfied with what they heard about the deal.

People outside the CAW/GM umbrella find it difficult to believe that by the end of the agreement we'll be making almost \$32 per hour. It's hard for me to believe that our bargaining team was able to negotiate 1,200

more lump-sum incentives of \$60,000 each for our future retirees.

General Motors is in the habit of making money and keeping it for themselves. You know the saying, "the more you get, the more you want."

Our negotiators did a wonderful job to pry the kind of benefits they did out of those GM tightwads.

The commitment to invest money for tooling in the Truck Plant and a new paint shop in the Car Plant will lend security to all our futures.

***Our negotiators
did a wonderful job
to pry the kind of benefits
they did out of those
GM tightwads.***

The insurance reps will tell you that the introduction of massage therapy and coverage for chiropractic care are welcome benefits, eagerly sought-after by our members.

Here at the Union Hall we must take our full vacation time or lose it. Ten years ago

RECORDING SECRETARY, EXECUTIVE BOARD, AND SERVICE REPRESENTATIVE'S REPORT



BY

**Garry
Murphy**

when I first came to the Union Hall it took some adjusting to forego the big blue vacation paycheque in favour of taking all my paid holidays, but I've certainly adjusted since then. With the new vacation hours, we get six weeks

vacation plus two weeks SPA plus Christmas and long weekends. Nowhere in the country do people get even close to this time off. We get \$1,500 for a Christmas bonus, people outside the union sector are lucky to get a turkey.

I want to use this article to thank our bargaining team that worked diligently and responsibly on my behalf and on behalf of the people in their areas.

It's considerable hikes in our money and benefits like these ones that we've grown accustomed to and which is why we are head and shoulders above everyone else. 🍁

LETTERS TO THE EDITOR



**Joe
Sarnovsky**
Oshaworker Editor

From Just A Golfer!

To the editor:

This is my second year in the Retiree's Golf League. Bernie Heming is the President. I want to thank Bernie for a great job.

I know the load of work to run a league like this, I had a great time and I'm sure others did too. Besides Bernie, his helpers are Scotty McClellan, Treasurer, Alex Simon, Handicapper, Harry McConnell, Tournament Convener plus all the phone help. Great golf year guys, thanks.

Ron Gay 🍁



Prom Fight

THE MARC HALL STORY

A **Giant Productions** presentation

Director / Producer **Larry Peloso**

DOP / Editor **Greg Barker Greene**

Music **Adam Goddard**

Premiered at the **Toronto International Film Festival**,
September 2002



The Documentary airs on
PRIDEVISION TV

October 11, 2002 at 9:00 pm

Also look for it on the Life Network this coming December/January.

Coming soon to the Independent Filmmakers channel too.

Labour Day Parade 2002

On September 2nd, three busloads of Local 222 members and their families headed to Toronto to march in this year's Labour Day parade. A fun time was had by all! Photos by Joe Sarnovsky



On The Negotiations Road At Whitby Transit

We're now in the month of October and your committee is going to be going over and implementing on paper, the contract demands you all document on the forms issued to you, the membership. We have a long road ahead of us to make gains and protect the language and benefits already in place. It is now very crucial that you show strong support for your bargaining committee and not allow a select few to poison the work we're trying to do on all of our behalf. There will always be those who find pleasure in talking about and starting untrue rumors about individuals, I guess because of their boredom or own insecurities. Personally I will always do the best job I know how to do on behalf of this membership and avoid at all cost these rumor mills. It's time brothers and sisters to show solidarity to each other.

Unfortunately I have to end my report on very sad notes. First I want to send my heartfelt condolences to my union brother and friend Rick Dejong on the recent passing of his two-year-old niece. The thoughts of myself and the membership go out to you and your family Rick! Second, August brought another great loss to the brothers and sisters of the CAW family with the passing of Christine Thompson. Christine was a union activist, great humanitarian and steadfast friend to anyone who ever knew her. Christine worked tirelessly on the Women's Committee, defending women's rights in the plant, canvassing for the United Way, and at Christmas getting involved personally with the Adopt-A-Family program. Christine was always there for those in need. She'll be greatly missed by those of us who are used to that perpetual smile she had. Christine was, as I stated earlier, a union

COACH CANADA - WHITBY TRANSIT UNIT CHAIRPERSON'S REPORT



BY

**Tim
Thompson**

Coach Canada - Whitby Transit;
Chairperson

activist defending our social programs, but more importantly she was devoted to her family, soul mate to Chuck and mother to Candace, Casey and Josh. Christine will be greatly missed.

In closing, we all sometimes feel we're immortal and invincible. We take on the issues of the day sometimes at any cost. We struggle with the injustices that go on around us, and even sometimes forget what is really important, like family and friends. It's in these times brothers and sisters we must remember to hold on to what's important and to never stop fighting back! 🍁

It's Time To Let The Committee Do Its Work

With the fall now upon us and hopefully a speedy resolve to the "Big Three's" negotiations we will be deep into bargaining at the time of this publication. This by far will be the most strenuous and precarious set of negotiations as we juggle the needs of our members while attempting to secure new and present business.

With Johnson Controls down the road already securing work from TDS Automotive (Mackie Oshawa), along with jobs from our Kitchener plant, their threat is a reality. Writing this is in no way going to somehow tip our hand to the company of our concern. The threat and plant itself are there; we know it and they know it; it's reality. This set of negotiations will be key to securing new business along with our 2005 Impala work. JCI employees make roughly \$5 an hour less with no pension overhead as they have a minimal multiplier times "0" seniority.

It is no secret in the CAW National, Lear Corporate, other feeder plants or people in the industry, that JCI has announced every intention to secure the seating business from Lear.

Our goals we have made clear, with the focus being on improved pensions. Improved pensions help senior members retire and just as importantly junior members retain

employment. We in Whitby pride ourselves on no extended indefinite layoffs in almost 10 years; but just having a growing membership is also a perilous strategy. We must downsize without layoffs, hence retirements. To continue competing we must ensure impeccable quality while continuing to maintain other improvements. As they say: Unemployment is only one job away.

Everyday I find myself literally having to sell the virtues of our plant. The role of a chairperson is no longer just internal or present concerns; it has evolved into external meetings with both suppliers, customers and competitors to constantly pitch the successes of our facility. The time spent on daily issues is minute compared to the hours spent dealing with future business, deadlines, and targets.

Once again I must stress the importance of ensuring the membership allows the bargaining committee to do its job. In order to get the best contract possible for Lear members, as always, while securing our futures we **must** have no interruptions! Time spent on individual issues is time lost for yours.

There will always be armchair quarterbacks and critics willing to find fault. The true sign of leadership is not to find fault but to resolve. This year we are confident the majority of our mature workforce will realize these

LEAR UNIT CHAIRPERSON'S REPORT



BY

**Shane
Luxton**

issues and the delicate juggling act that will be approaching. Any rumours about what is being discussed at the table are just that. We are sequestered in the hotel and the stories of those with their "good sources" are best told up at Scuttlebutt Lodge.

With our minds turning towards the festive time of year, please ensure that we list the things we have and not have-nots. Our plant members consistently show their true colours by donating through payroll deduction to the United Way. Anyone interested in helping campaign this year please contact me. It is a personal choice and there will always be those who choose not to participate in United Way, the Social Club or the Kids Christmas and that is their loss. For less than \$10 a week you can belong to both the Social Club and the United Way. If you wish to make a payroll deduction and join either with us please contact your rep. To any other feeder plants out there that do not have a United Way campaign presently, please approach your Union.

Being involved in worthwhile causes is a benefit not a chore, and as a great person once said, "Service to others is the rent you pay for your room here on Earth." 🍁

Be On Top Of Your S&A Claims

With this being the first article in a few months for one reason or another, where do I start?

Our unit meetings are held the second Tuesday of every month at 7:00 p.m. at the hall. If the attendance of our last meeting is any sign of the contentment within the unit, I'd say everyone is as happy as pigs in ****, but being in here day-to-day we all know better than that. We had one lonely soul turn out to discuss issues that affect them on the shop floor and question the committee on concerns to them. Obviously it was a very personalized meeting.

Some of the concerns for the committee since bargaining are the new-found problems with the insurance carrier. Yes, we've had problems before, but never denials of claims to the extent we are having of late. Anything and everything is being denied.

It is on the individual to contest these decisions and to submit further medical evidence to substantiate their claims. Some of the problems have been resolved and people have been paid, but it seems as we clean up a few cases, more problems soon follow.

Be diligent and stay on them or they will just continue to deny you the monies owed to you.

We are in the midst of a controversy over the new 16-hour shifts that were negotiated. It was put there to add another step in the asking for o/t prior to forced scheduled o/t (on weekends).

It was not intended to be a door to 16's Monday to Friday and the language does not explicitly say that. Nor does the overtime section of the contract differentiate between incidental overtime Monday to Friday and weekend overtime.

The company is demanding a clarification of the language to get them off the hook for grievances that are already in the system. We've told them to call a meeting with corporate and the national rep and we will discuss it further. Our problem with it is basically they send a qualified body home after 12 hours and then supplement the group's work with an unqualified drop gate body. As soon as they enter into the realm of unqualified bodies they will find themselves in grievance (with the only exception being coverage for

PPG-DUPLATE PLANT CHAIRPERSON'S REPORT



BY

**Deb
Weatherby**

single day vacations).

Overtime has been plentiful and on most weekends the wealth has been shared throughout the bonding and lace department. Overtime asking has caused lots of grievances recently. The only thing that changed in the process is the addition of 16's prior to scheduling, but the wrongful asking of o/t has been rampant. The language states that if they screw up in asking for o/t the monies will be paid, that it will not have to go to grievance. Unfortunately that is not always the case.

The new heat relief level change to 27.5 has proven to be a godsend for the workers and a pricey tidbit for the company. The heat with any luck is done with for this year, but it was hot and heavy for quite a while this summer.

Presently we have outside quality inspectors in house because of being on containment with two different part threes. Hopefully by the time this goes to print and is delivered they will be gone and our quality issues are a thing of the past.

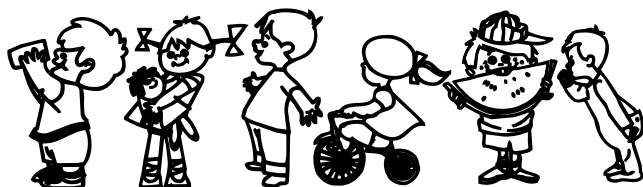
A new hiring process has been put in place for PPG North America-wide. It too has proven to be mass confusion in disguise. The toll-free number was to be made available to the workers first and then, should there not be enough applicants, it would then be advertised and opened up to the public. The number wasn't hooked up at the set time for call ins and the ad went to the paper prior to the exhausting of the in-house applicants. The old adage of whatever can go wrong will go wrong holds true yet again.

The new agreement has been proofread and sent to corporate. We are awaiting their proof and some minor changes and then it will be sent to the printers. When it comes in we will make sure everyone gets a copy.

I'd like to extend a thank-you to both Ken Hamer and Gord Ingram for their input and service to the Union in their capacity as zone reps. We will still be looking to you for another view and voice on issues. I know they say being a rep is a thankless job at times, but I thank you for all your efforts.

As usual if there are any questions or concerns you know where we are and how to reach us.

Until next issue. ★



CAW Child Care Services

- * Licensed Facilities * Qualified Staff
- * Early Childhood Educators
- * Parental Involvement * Extended Hours
- * High Quality Program * Nutritious Meals

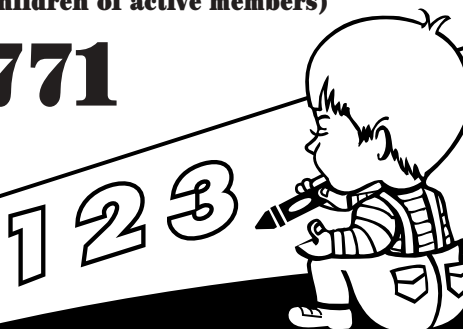
**Available To CAW Families of
General Motors, Local 222**

(including grandchildren of active members)

(905) 438-1771

**1440 Ritson Road South,
Oshawa**

CAW TCA
LOCAL 222



Bright Future For Oshawa

With the 2002 agreement GM has made a commitment to make over \$800 million of new investments to its Canadian facilities. Most of this new investment will be allocated to Oshawa. This will bring the best job security that anyone could ask for right here in Oshawa.

GM recognizes that we produce high quality vehicles, and the recent awards that our brothers and sisters won only adds to the recognition.

Locally, we as a united committee made many gains during this set of negotiations. The Car Plant Committee worked on behalf of all members of the Car Plant and negotiated 31 common Working Condition Letters across the plants.

I believe most of the proposals submitted by District #5 members were addressed. Money wasn't a big issue. More important were issues such as standards, more time off, better and new benefits, better working conditions, pension incentives, etc..

DISTRICT #5 REPORT



BY
Jim Douglas
District #5
Committeeperson

In closing, I would like to thank the Committeepersons, Jim Finlay, Steve Bullock, Brian Gay and Gregg Valentine for replacing me while away at negotiations. 🍁

What To Do In Times Of Need

I have just returned from 2002 negotiations. I know there will be a lot written about the contract language. I have decided to help people by writing about the situation you find yourself in when a loved one passes away, or if you are a surviving spouse. It is something we wish will never happen but it is one of life's realities.

If your spouse is a GM employee or surviving spouse, Charlie Peel, Bill Mutimer and the Service Representatives at the Union Hall will help you. They have the forms to send to the GM Canada Benefits Centre and Clarica. They will need the person's Social Insurance Number. All the paperwork will take about 10 days to come to you, and our elected reps will be able to help complete them.

Many parents have funeral arrangements so that you know what they want and plots pre-arranged. Everybody should have a will, or the government may step in. The CAW Legal Services at 905-433-4242 will also help with wills (free). They should be updated regularly. I dealt with Sharon Lees and she was a great help. We have up to four hours that we can use for her services, or two hours if done by a lawyer.

If your parents are both alive, everything will go to the spouse; if not, you will need the following information or know where to get it, as my mother was trying to tell me before she passed away, but I did not want to listen. I wish I had paid attention to her and had written down all the information. You will need the following for the estate trustees:

1. Original will: where to locate it, and what the person wanted done upon death.
2. Birth certificate and Social Insurance Number of deceased.
3. Marriage Certificate, birth certificate of spouse and of each dependent child.
4. Location of all financial institutions (banks, trust companies, credit unions) used by the deceased. You will need to supply a copy of the will and an original death certificate for each one.
5. Location of safety deposit box (if there is one).
6. Certificates for all stocks, bonds, GICs, RRSPs, RRIFs, etc. held by the deceased at death.
7. Life insurance policies.
8. Particulars on all outstanding debts, including names, address and account numbers of all creditors (eg. mortgages, loans, credit cards, landlords, nursing homes, hospitals).
9. Deeds to all real estate and automobile ownerships held by the deceased.

When a person has passed away, the following will also have to be done:

1. Obtain Canada Pension Plan Death Benefit, Survivor's Benefit or Orphan Benefit forms (the funeral home will help complete and file these forms).

2. The following will have to be cancelled or transferred to surviving spouse:

- a) insurance (house, car etc.)
 - b) Cancel Old Age Security
 - c) Cancel health insurance
 - d) Cancel drivers licence/-transfer motor vehicle ownership
 - e) Cancel utilities, magazine subscriptions, club memberships, etc.
 - f) Confirm outstanding credit card balance, check for life insurance with credit card company, and cancel cards
 - g) Deal with landlord if applicable
 - h) Check with deceased's employer for death benefits or survivor benefits
 - i) redirect deceased's mail at post office
3. Open an Estate account.
4. Confirm previous year's tax return filed, file T1 tax return for current year and seek advice regarding the necessity of filing a T3 trust return for the estate.

5. If there is no surviving spouse and the home must be sold, probate will be required and it is a government tax grab based on total assets. Sharon Lees at 905-433-2424 will help explain it.

I hope this is of some help to people in the future. The other part that must be talked about is grief counselling, if needed. I know there is some available through the funeral homes, and our Union Counsellors can also help, Sharron Kehler 905-644-4282 and Steve Bobas 905-644-4283.

DISTRICT #6 REPORT



BY
Doug Sanders
District #6
Committeeperson

This Is For My Mother, My Hero

I know how much you love me, as much as I loved you,
And each time that I think of you I know you'll miss me too.
I thought of all the yesterdays, the good times and the bad,
I thought of all the love we shared and all the fun we had,
If you could relive yesterday, just even for awhile,
I'd say good-bye and kiss you and maybe see you smile.
But I realized that this could never be,
For emptiness and memories take the place of these.
I wish so much I wouldn't cry the way I did today,
While thinking of the many things we didn't get to say.
So when tomorrow starts without you, don't think we're far apart,
For every time I think of you, you're right here in my heart.

Until next time, I'm only a phone call away 905-644-4694. 🍁

An Excellent Agreement

I have to congratulate Mike Shields and Tom Hoar and the rest of the Committee, as I believe we have brought home an excellent agreement all-round. Whether you're looking at improvements in wages, benefits or long-term security for our community, it's there.

We ended up with 31 working conditions letters for the Car Plant to help with day-to-day operations in the plant.

As I haven't put in an *Oshaworker* article for a little while, I'd like

to welcome all the new hires. Things are going more smoothly, and Steve Flynn has been a great help co-ordinating the way things are progressing on the third shift.

I would also like to thank Kirk Fisher and John Johnston for filling in for me while I was in Toronto. It's not an easy job to step into and I appreciate their hard work. ♣

DISTRICT #2 REPORT



BY
Kevin Gray
District #2
Committeeperson

Some Major Issues Resolved

I am pleased to report that the Truck Plant negotiating committee was successful in resolving many outstanding issues for our Truck Plant members. This includes resolves to many outstanding grievances and improved working conditions and agreements specific to the Truck Plant and also specific to each District's area. I was also pleased to finally see a new letter dealing with Gen-Auto repairs. This has been a major issue in both the Truck and Car Plants.

This was my fourth set of negotiations and it was great to see that we were able to build upon the gains that we made in 1999 bargaining, such as: more time off the job, retirement incentives, training and education, benefits, improved family initiatives, insurance benefits, health care, health & safety and wage increases.

I would like to commend our President Mike Shields for again doing an outstanding job as Chairperson of the Master Bargaining Committee. Mike had an enormous responsi-

bility representing the interests of all GM locations with major job security issues. We only have to look outside the auto industry to realize how lucrative our contract is. Compare our futures to other sectors, from the technology industry suffering from low investment and job loss to the public service workers who are continually looking at wage freezes, job losses and contracting out of their work. We were able to secure investment in Oshawa and St. Catharines and improve in all areas of our contract without a work stoppage. This was not an easy task considering that Ste Thérèse suffered a plant closure and St. Catharines were facing major job losses.

The Shop Committee will be distributing a series of information updates on the contract highlights as we did after 1999 negotiations. This will be done to answer and clarify questions to the newly-negotiated language and benefit entitlement. By the time this article is published these updates will have already

DISTRICT #13 REPORT



BY
Jim Beaudry
District #13 Committeeperson

started to be distributed on the shop floor.

Plant Chairperson Tom Hoar did an outstanding job heading up Local negotiations. Since this was Tom's last set of negotiations it seemed appropriate that we were able to set the pattern in the Big Three by having General Motors selected as the target company after an 18-year wait.

During negotiations I was replaced by both Dan Henderson and Tony Prentice who shared my responsibilities as District 13 Committeeperson. As usual they both did an outstanding job. Thank You.

Until next time... In Solidarity ♣

Bargaining Committee Took A Firm Stance

The company tried to trick us on Friday the 13th by giving us their first offer that was full of concessions. It offered us three percent the first year and lump sum payments in the second and third year of the agreement. This direction is what caused the strike in 1984. They went on to offer a contract workforce of up to 1,000 new hires who would not become official GM employees for five years. They wanted caps on all our benefits and increase our drug plan from 35 cents to a 10 percent copay on every prescription.

They used charts and graphs to explain their position and why they felt that this was the direction we should accept.

Buzz Hargrove and Mike Shields immediately responded to Al Green and company and told them in no uncertain terms that this direction would result in a strike and they would have to come down with a better offer minus their agenda of lump sums and contract workers. I witnessed first-hand that the arrogance of this company is not just on the shop floor but all the way up to the top of the house. One thing this offer did accomplish is that it got everybody on our side as mad as hell.

The second offer came down with a different direction (three per-

cent first year, three percent second year and one percent the third year) but what was noticeable was the change in direction from the first offer. It was then that talks at the master and local levels seemed to accelerate.

I am not going to go into details of what was accomplished in our local negotiations but to say that the elimination of the non-interchangeable class is something that our union has strived to get rid of for years, as it was just a mechanism the company used to erode our member's seniority rights. This could never have been accomplished without the leadership of our Shop Committee Chairperson Tom Hoar.

I believe the most important issue to our members is job security and when I look at a \$250 million investment for a new paint shop and the new crewcab for the Truck Plant we should all hold our heads high. Our future in Oshawa looks brighter than any other Local in Canada in the Big Three.

This set of negotiations is behind us now and we must unite and appreciate the changes that were accomplished and work together to challenge the company on improvements we want in the future. Until next time... ♣

DISTRICT #11 REPORT



BY
Keith Osborne
District #11
Committeeperson

CAW Local 222 Retirees Korner

In co-operation with brother Gord Lindsay, the column will contain writing on behalf of both of us.

CAW Retirees Conference, Port Elgin September 1-6, 2002 credential report delegates 76, fraternal 28, executive 7, president one, area council 20, total 132 delegates, spouses 77, staff two, combined total of 211. Needless to say the house was full.

Our resolutions:

1. Hospital budget cuts
2. Homecare
3. Prostate — PSA charge
4. Small town doctor shortage (with a change in title)
5. Retired workers' representation on bargaining committee (Battle Royale)
6. National Seniors Day, were all supported and carried.

Labour Day Parade

Largest attendance we've ever had. I believe it's our ninth in a row. Not as many people watching as there were parade people, six or seven arrived for the parade, one being ours.

We had an overnight and left for home after hamburgers, hot dogs, corn and soft drinks. Our retirees are eager to return next year. All had a good time.

At the time of reading we will have had our celebration of our 50th year as a chapter of our retired brothers and sisters.

Please note when there is a loss in the family you should notify the Local. If you go only to the company, it takes several months before the listing arrives at the Local Union office.

CAW LOCAL 222 RETIREES' KORNER



BY
John Redko
Retirees'
President



Gord "Chief" Lindsay
Retirees'
Publicity Chairperson

Food Box

It is still waiting for someone to make a drop.

Recreation Report

This was one of the best Labour Day holidays I have ever had. As you know 47 brothers, spouses and sisters boarded a bus and we hit the trail for Port Elgin. Labour Day morning found us gathering with other retiree locals and the Port Elgin delegates to march in our own Retirees Labour Parade. This is the largest Labour Day Parade anywhere in North America featuring retirees. The parade was attended by over 145 mem-

bers more than last year. I would like to thank everyone who helped put this excellent event together and a big thanks to the people who donated cars and floats to help make this a great success.

Please note the line-up at the bottom of this page regarding our retiree dances (dig out the linament for joints.)

Pool tournaments will be starting mid-November, euchre games started September 10, 2002.

For you new retirees, don't be shy, come out and attend our events. Remember you didn't retire from life, just the job. Keep active and remember "Grey Power Rules." 🍁

WE SHALL REMEMBER

Name	Status	Date	Company
Emily R. Bandel	Retired	August 24, 2002	GM
Keith P. Dewar	Retired	August 23, 2002	GM
Bernard J. Mulville	Retired	August 26, 2002	GM
Bhupendra Patel		May 2, 2002	GM
Eric W. Stovin	Retired	July 20, 2002	GM
Christine A. Thompson		August 27, 2002	ACSYS
Eugen W. Weber	Retired	August 29, 2002	GM

Local 222's Art Field Elected National President

At the 58th annual National Pensioners and Senior Citizens Federation Convention held recently in Saskatoon, Saskatchewan, CAW Local 222 member Art Field was elected to the position of President.

Art, who was the Vice President, replaces Curtis DeCoste who was stepping down.

In his acceptance speech Art thanked the delegates for their support and said "he will continue to work hard and looks to make positive changes to strengthen the NPSCF." Brother Field is also the Secretary Treasurer of the CAW Local 222 Retired Workers Chapter.

The 59th annual Convention will held in Gander, Newfoundland in September 2003. 🍁



Apology And Correction

In the September 2002 edition of the *Oshaworker*, the name of Ralf H. McQuaid was inadvertently included in the We Shall Remember column. In fact, a member of Brother McQuaid's family of the same name had passed away. The *Oshaworker* and CAW Local 222 deeply regret the confusion and apologize to the McQuaid family. 🍁

CAW Retired Workers Chapter Monthly Dance Schedule

2002	2003
Friday, October 25	Friday, January 24,
Friday, November 15	Friday, February 21
Friday, December 13	Friday, March 21
	Friday, April 25

CAW Family Auxiliary #27 Report

Our meetings have started for the fall and we are in full swing planning our conference, special events and of course very active where our catering is concerned.

We welcomed a new member into our group, sister Karen Ross, daughter of sister Joan Davis. It's refreshing to have younger members joining the ranks.

Recent donations were made to the following:

- YWCA \$250, Save-A-Family Plan sponsorship of our family in India . . . \$180/year.
- People Against Pornography (week of October 20-27) \$250
- Labour Community Services of Durham re: United Way Kick-off \$300
- Oshawa District Handicap Club, Glen Street \$200.

CAW Family Auxiliary #27 participated this summer in the Back-to-School Program, Child Poverty Task Force. CAW Local 222 donated six backpacks for this program with math sets, markers, safety scissors, pencil

cases, reusable lunch bags, blue and red pens, rulers, highlighters, calculators, lined paper, glue sticks, pencils, crayons, pencil crayons, erasers, binders and dictionaries.

We thank sisters Phyllis Clarke and Dorothy McEachern who did the shopping along with Phyllis Clarke's granddaughter Aleena Donawa, who was able to be of a great assistance.

Upcoming events

- October 1, 2002 Shower for Ark
Please bring in your donated articles needed by the Ark. I submitted a list of articles needed in last month's *Oshaworker*, hope you can help?
- Tuesday November 19, 2002 — 7:00 p.m. — starting sharp at 7:30 p.m. our annual Penny Sale and Card Bingo.
Sheet of tickets at 50 cents. Tickets available at the door. Sisters, please contribute to the penny sale table, the value of the items to be \$1 each.

Our sympathy goes out to sister Betty and

CAW FAMILY AUXILIARY #27 REPORT



BY
Jackie Finn

CAW Family Auxiliary #27 President

brother Bill Clark on the loss of their son Sandy, our prayers are with you.

Congratulations go out to the following sisters who celebrated special birthdays; sister Anne Black who turned 85, sister Alice Boneham 93, Joey Braiden 85.

Congratulations to CAW Local 222 Retired Workers Chapter, who will celebrate their 50th Anniversary on October 8, 2002.

Our 50/50 winner was sister Fannie Estabrooks, way to go Fannie. Thank you to the following sisters who recently volunteered at the tuck shop at Hillsdale Manor, Helen Rotterman, Marion Ross, Sharon Broadbent, Dorothy McEachern and Laura McDonald. 🍀

Family Auxiliary Donation



Backpacks were donated to the Child Poverty Task Force by CAW Local 222 and filled by the Family Auxiliary: presenting them to Martine Fournier were Aleena Donawa and her grandmother, Auxiliary Vice President Phyllis Clarke. Dorothy McEachern (absent) also did the shopping for school supplies.

Special Notice

To

CAW Family Auxiliary #27

The regular meeting
of Tuesday October 15, 2002
8:00 p.m. will be
cancelled.

Next regular meeting
scheduled
Tuesday November 5, 2002,
at 8:00 pm.



**Support
The United Way**

Fall Is The Perfect Season

Another day, another month and another year older. October is the month, not too hot, very seldom cold, fishing yes, duck hunting, very little or none, lots of geese, walking at its best. Trees, bushes and plants running, some to red or yellow, others to a dull brown, all for a purpose. I took in a "do" at Lakeview Park Oshawa; warm breeze, weather off the lake, a wonderful day to watch people walking by, many with dogs, big ones, little ones, black ones, red ones, many colours and shapes.

I did notice one owner with a "pooper dooper" picker-up. As I sat, I looked for

birds, one very small flock of geese in the water. A lady and her mother came by and she began to tell me the reason the lake was closed for summer was the geese dropping in the water, and I told her, human sewage was the reason the beach was closed. I knew this lady, who does not visit the lake at Oshawa as many times as I do, was more intent to kill the geese or spray the eggs than control the raw sewage that in many places is dumped into the lake or is only half treated.

On another visit to the park I noticed some birds picking up crumbs in the grass. These birds were smaller and shaped in appearance than starlings, and a light grey

UNION ROD & GUN CLUB REPORT



BY

Roy J. Fleming

and not in full plumage, I looked them over as I sat. I thought they must be oven birds, and when I looked it up in my Petersons bird book, I was sure they were oven birds. The crows who always lived in the country now seem to like living in the city. The new disease, West Nile virus, is carried by mosquitoes and transmitted by crows. Maybe they should be controlled, and I do not suggest spraying of eggs. Maybe some of these new bugs were here all the time, but we did not detect them. What is a couple of new germs, we can live with them.

The gulls at the lake used to eat the dead fish like alewives that washed up on shore after spawning. Now there are none, so the gulls bum from the people having a picnic. They have dropped some white on your car hood. Are they overpopulated and a nuisance?

I could tell stories of great fall pickerel fishing. They would be only stories told to me. I do not fish like I used to, my buddies are too old or am I too old, but I used to find where the pickerel spawned in spring to return to eat the millions of minnows that spawned in the fall.

The faster flow of water is also the liking of places spawned by pickerel in the fall. I also found a faster working bait, larger bait, grey, maybe more flashier. Casting is my game, less weeds, more productive. The bait can be placed where you want it to be and your rod is firm and your line more controllable. Then your fingers begin to get cold, like those many nights casting on the Talbot River

see FALL - page 16

New Hires Can Look Forward To Retirement

Iwould again like to extend my deepest sympathies to Shirley, Laverne, Chuck, Candace, Casey and Josh on the loss of Christine Thompson — daughter, sister, wife and mother. I knew Christine for many years and watched her grow up to be a fine young lady and devoted mother, loyal union rep at ACSYS and for the Women's Network. She was always smiling and caring. For all of us who knew her she will always be remembered. Her star and deeds will never fade.

Well the pre-retirement classes have started for the 2002-03 Season, but I was a little dismayed because the numbers who applied never appeared. If you sign up to attend please attend because there is a waiting list of attendees. New hires, this is a great chance for you. I know you're glad to have been hired but look ahead and down the road, the years fly by and you should start to prepare for retirement. We have excellent speakers to assist you and your spouse. The Auto Workers

PRE-RETIREMENT REPORT



BY

Gord "Chief" Lindsay

Community Credit Union have speakers to assist you with RRSPs, term deposits, etc. Our CAW lawyers can help you with wills, selling, buying homes. Canada Pension explains about Mothers Allowance, disability allowance, things that will help later. Pension reps will explain about our pension. Benefit reps, wellness reps talk about what benefits you're entitled to and how to keep active and healthy. This program is designed to prepare for retirement about 10 years prior to retiring, so that you can enjoy life in later years. You don't want to spend the later years sitting in the mall watching everyone go by. ♣

Pre-Retirement Planning Course Application

Last Name _____ First Name _____ Spouse's Name _____

Serial No. _____ Shift No. _____ SIN # _____ Spouse's SIN # _____

Home Address _____ Telephone No. _____
House/Apt. No. Street City Postal Code

Years of Service _____ Age _____ Will Your Spouse Attend ☐ Yes ☐ No

Have You Planned A Retirement Date ☐ Yes ☐ No If Yes, Please Give Approximate Date _____

Persistence Pays Off For Trades!

Considerable hard work, long hours and persistence went into the 2002 Collective Agreement. First of all I would like to thank Mike Shields, Tom Hoar and the Bargaining Committee, and especially Pat Blackwood and Gene Weber for the gains we were able to make.

Personally, I am very proud of the future we were able to make for 100 apprentices. As we outlined for those who chose to come out to the ratification meeting, here are the highlights of our achievements in job security:

- All laid-off tooling and maintenance trades will be returned to work beginning three months after the ratification of the agreement, with everyone returned by six months.
- The Company have been targeting their head count reductions by continually reducing pipefitter and welding trades. To protect these trades from layoffs, we have negotiated a six-year, no-layoff for both classifications, with \$60,000 buy-outs for all who retire during the life of this contract.

- IMMs continue to have three years of no layoff.
- Electricians have full employment and have job security by nature of their trade and the need. We recently saw 47 new hires in the electrical trade, the first hiring in General Motors Oshawa since the mid-1980s. When the 19 new apprentices start, we will have 31 electrical apprentices.
- With the firm numbers negotiated on new apprenticeships, we will see more electrical apprentices and also IMM apprentices. This will be the first time we have had all trades fully employed since 1996.
- We have fulfilled our mandate to the membership.

I would especially like to thank John Gibb for the excellent job he did filling in for me while I was at negotiations. His experience is certainly appreciated.

Skilled Trades PEL

There continues to be an excellent response to our skilled trades classes in Port Elgin. The next set of classes is November 4.

SKILLED TRADES AREA CHAIRPERSON'S REPORT



BY

John Scanlan

Leave me a voice mail at 905-644-4360 to indicate your interest.

Condolences

I was especially saddened to hear of the tragic accident which took electrician John Heyes and his wife Mary from us. It was very unfortunate that those of us at bargaining couldn't attend the services. Our hearts go out to the family. John was always great fun to be with, and we will miss him often as we go through our workday. ♣



John Heyes

Fall Is The Perfect Season – continued from page 15

in late October, when it was snowing or raining, windy. Muskies fishing Lake Scugog in the very cold days of October, if you could stand it, trolling fast, a very large bait, heavy pole and a very heavy line (it must be one of the few warm days just before the freeze up of any of the lakes that make up the Trent System) is also productive.

The salmon that run the local streams to spawn and die have almost finished for the season. To see a very large female and two smaller male salmon spawning is a treat, for any fisherperson. Before the lamprey were controlled, no spawning salmon, and the lake trout were almost wiped out in the Great Lakes. After the salmon spawn the brown trout will also spawn in the local stream. If the water stays high I have seen lake trout spawning in the same streams. You can tell they are lake trout as they are very skittish as you approach the stream. These sights you never forget, before the lamprey were controlled no such fish, spawning in our local streams.

The rainbow trout in the spring were missing, what a little control of predators can do. If we could control the coyotes, the jack

rabbit would be back again, and wild pheasants in every marsh. Walk especially along Lake Ontario, flocks of 80 birds were to be seen.

These pheasants wintered over and were next year's breeding stock. To own a setter dog, it was fun to work these birds before the season in the grain stubble fields. Bats and snakes what do they have in common? Both eat many insects. Bats, those small flying at night animals, so small. The book says they eat more insects than any creatures. People see them as horror mongers, as they fly through the night and rest in the day, upside down in a small dark place, quiet, as to not disclose their hiding spot. As dark approaches they make a high pitched sound, like a screech, not to frighten you but to say I am going to fly all night looking for insects. Some people kill them, other people are building bat houses to increase the number of bats. The caves at Warsaw, Ontario is home for many bats. So let's protect the bats as they swoop through the night looking for insects.

As I read stories of local places in local newspapers, they refer to the third or fourth Line, I think they mean concessions. The old

part of Oshawa, East Whitby Township, had 10 concessions from south to north, running east to west. #1 Concession is now Bloor St. and every 1-1/4 miles north to Coates Road is the #10 Concession. Side roads were a half mile apart, running north to south where possible. Then came the new fellows on the planning board who chose the names of the day and the roads ran in all directions, sometimes changing names at all corners. Oshawa takes its direction and numbers from the Four Corners at King and Simcoe, and it never changes place or direction, so don't get lost on some back street unless it is in the dark of the night.

The Local marshes, the Second Marsh, the Pumphouse Marsh, Thickson Woods Marsh. So much to see in the fall; migrating birds, plants, trees and shrubs changing colour and maybe some wild fruit.

Water, what a subject, we should be thinking of preserving it.

There's lots doing at the URG property in Newcastle. If you keep receiving information on owning or storing your guns and need help, come to the Clubhouse, 905-987-5113. ♣

Responsible Progress

One of the key demands coming out of Oshawa was to get all laid-off tooling and maintenance trades back to work. We were successful in negotiating the return of all tooling trades and maintenance beginning three months after ratification, with everyone back to work within six months.

In 1998 when John Scanlan and myself took office there were approximately 127 tooling trades on layoff. John Scanlan has worked continually to lower this number, which at times increased when Peregrine reduced tool and die tradespeople.

To achieve this full employment was a major step forward in this round of bargaining, and took a united effort by John, myself and Gene Weber.

Wages, Benefits

Buzz Hargrove's comment about 'backing up the Brinks truck' was another thing that disturbed the people I talked to. The bottom line is, I challenge anyone to show me a better collective agreement than the one we negotiated.

By the end of this agreement, a tradesperson will be earning \$77,700 without working one minute's overtime. We held the 20 percent differential with production, with an extra 14 cents in the first year of the agreement for skilled trades.

When I received all the demand sheets prior to starting negotiations, the top priorities from trades were:

1. Benefits — chiropractic, massage therapy

2. SPA Vacation replacements

We achieved both these demands plus coverage for naturopaths, podiatrists and chiropodists. On top of that, major gains were made in home care nursing and homemaking. The services of a registered nurse have increased from four to six hours per day. Where in-home nursing is used, there is also a new benefit to cover homemaking for up to five hours per week. These people do your laundry, shopping and cleaning while you're laid up.

When Hargrove talks about the "Brinks truck" he refers to the entire economic package. More wages means fewer benefits, and again, the message I got from tradespeople is we need more benefits, not more wages. And yet in terms of wages, the three percent, three percent and two percent works out to a greater wage increase than 1999's 3-3-and-3.

The tuition assistance for children attending college and university increased by \$500 to \$1,300. This benefit touches many of our members.

The \$1,000 signing bonus, and \$1,500 Christmas bonus we receive in the first four months of the agreement. With our COLA protection of 90 percent, we will earn 13.5 percent over the three years in wages and COLA based on two percent inflation, and this is a very conservative estimate.

Language Changes: Master/Local

With General Motors, the toughest thing to do is negotiate language changes. We were successful with both the Master and Local in achieving the majority of our language change demands.

One of these demands was to eliminate the mid-point range for new hires. This was achieved at the Master Skilled Trades table, and we also eliminated it in our Local Agreement.

New hires can now transfer after six months (it used to be nine months). Anyone who transfers and who is subsequently reduced out of the department in the first six months can immediately put in another transfer. (The agreement used to only cover you for three months.)

Anniversary Date Moved

We were successful in moving the Anniversary date to December 1st to December 31st. Moves will take place in the first full week in January. Tradespeople will now be able to book their vacation in their new department. The demand to move the anniversary date came out of the Car Plant.

To summarize, here is what we achieved on the Master and some local issues:

1. **Benefits:** Improved dental, vision, chiropractic, massage therapy, orthopedic shoes, naturopath, podiatrists and more...

2. **Vacation/SPA replacement:** Management must identify to the Union how many people are carried for replacements by department, by trade.

3. **Job Security:** We achieved full employment for all trades within six months of ratification. No layoff for welders and pipefitters for six years. These trades have been the target of headcount reductions out of line maintenance and the Company has been attriting them at no cost.

4. **No amalgamations!** Tool and die

DISTRICT #10 REPORT



BY

Pat Blackwood

Skilled Trades
District #10 Committeeperson

welders and maintenance welders remain two separate classifications with full transfer rights, mutuals and anniversary.

5. **Trades in Engineering:** Trades jobs required to support engineering will now be posted.

6. **Apprentices:** We negotiated real numbers, and also returned all tradespeople off the street.

7. **Tuition Refund:** Increased from \$800 to \$1,300.

8. **Mandatory Training Hours:** We have an unpublished letter in the Master Agreement that puts the stretch target for training hours to 80.

9. **A fair wage increase:** We received a fair wage increase and did not put our job security at risk.

10. **Shift Premium:** Tradespeople in the Car Plant required to come off third for training on days will receive their third shift premium.

11. **Hiring Freeze:** The Company not only plans on hiring new apprentices, they will also be hiring journeypeople.

Although we were unable to resolve all issues such as paid breaks in the Car Plant, we did make positive steps forward on many issues.

I would like to thank John Scanlan, Gene Weber, John Graham, Buzz Hargrove and the entire National staff, the Local led by Tom Hoar and the Master committee led by Mike Shields. Without a united effort by all, we could not have achieved this contract. Most importantly, we needed the support of the membership, thank you!

Remember if you have a problem, first see your supervisor, call your committeeperson, and if you still need assistance call me at 644-3780. In the next issue I will go into detail on all Local changes and District #10 Working Conditions.

In Sympathy

My condolences to the Heyes family on the loss of your father and mother, John and Mary. John was a great guy and 'the matinee king'. He surely will be missed. ♣

Lock Out And Test!

We'd like to begin by offering our condolences to the family of electrician John Heyes and his wife Mary who were so tragically killed in an airplane accident on September 14.

Lock Out And Test

Once again we will talk about the importance of the Lock Out and Test Procedure. We received a safety bulletin from the St. Catharines Engine Plant of a serious injury that had the potential to become a fatality.

On August 3, 2002 at approximately 1:30 p.m. a millwright was working on replacing a door shield on an assembly pallet washer in the Gen III Assembly area basement. As he positioned himself for the work he triggered a limit switch which indicated that a pallet was in the load position of the washer, and the washer began to cycle as it was still in the automatic mode. The door began to close, pinching the millwright's leg and foot between the door and the frame. His steel toed safety boots jammed in the hinge preventing the door from fully closing.

The employees in the area responded to the millwright when they heard his screams. They pulled the emergency stop, pulled the main disconnect off and shut off the main air source. Employees then pried open the door and removed him from the washer. He was then sent to the hospital where it was found that he had suffered only serious soft tissue injuries. The incident had the potential to be a fatality.

HEALTH & SAFETY REPORT



BY
Larry Carroll
Certified CAW Skilled Trades
Health & Safety Representative

Root Cause

The root cause of the injury was the employee's failure to follow lock-out and test procedures. The pallet washer was fully energized and in the automatic position mode when the employee entered the machine to replace the door seal.

Truck Plant - Body Shop

Work continues on the exhaust and ventilation system on E and R Zone, in the Truck Body Shop. Deficiencies in the duct work have been identified and are being corrected. We will monitor these areas to ensure the exhaust and vent systems are working to optimum performance.

Battery Plant

A mock evacuation was conducted in the Battery Plant. The alarm was sounded at 10:00 a.m. The Plant was cleared by 10:06 and bells were stopped at 10:09. Employees were cleared to return to the plant by security at 10:10. The whole exercise of a mock evacuation is to make employees aware of the evacuation plan. Although this exercise was done in an orderly manner, the Joint Health and Safety Committee have made several recommendations to have the log books updated, and have security monitor all doors to prevent anyone from entering the plant.

The Joint Safety Committee has put the company on notice with regards to the clean-



Al McPhee
Alternate Certified CAW Skilled Trades
Health & Safety Representative

ing of the plant. We have informed the Battery Tradesmen if the machines or equipment you are assigned to work on have a build-up of lead oxide; inform your supervisors that the equipment needs to be cleaned before you work on the equipment.

Car Plant Overhead Safety Inspection Training

In the last issue of the *Oshaworker* we talked about the Overhead Safety Training. The whole concept of this training is to bring commonality and standardization to the Oshawa Complex. Maintenance supervision is to start training by mid-September. We need supervision trained so they understand the Overhead Safety process.

A meeting was convened with engineering and the training staff to ideal with the feedback the trainers have heard. We have sent their concerns on to upper management and we will assist in cleaning up, any misconceptions or engineering changes that need to be clarified in the training manual. We would like to thank Paul Bligdon and Kuldeep Gill for their interest and input in putting this training package together for the trades.

Cafeterias In The Autoplex

Brown's Foods have been the vendor now for eight months. They want to implement many changes but we're afraid CHQ will still have better food! They are making progress and have comment cards for all to voice constructive criticism at each location—use them please! Regular meetings are being held with Brown's and the Car and Truck Personnel Directors so direct answers can be obtained. We'll keep you posted!

Home Safety Tips

- All stoves/furnaces need to have a full inspection of pilot lights, safety valves, dampers, etc.
- Check all vents and chimneys for blockage. You would be surprised what you may find; raccoons and squirrels come to mind.
- Check for creosote build up in the flue liners, it's the major cause of chimney fires with wood stoves.

Enjoy the changing season and play it safe! Till next issue. 🍁

Support Your Dental Centre!



Open to the Public — Extended Hours
Now Accepting New Patients
Strict Sterilization Procedures
All Phases of Dentistry & Dentures

Open: Monday 9:00 a.m. – 5:00 p.m.
Tuesday 9:00 a.m. – 5:00 p.m.
Wednesday 11:00 a.m. – 7:00 p.m.
Thursday 9:00 a.m. – 5:00 p.m.
Friday 8:00 a.m. – 4:00 p.m.

Call 579-8730
for your
appointment!

We Accept Direct Payment From Insurance Plans!

8 Dentists • 1 Oral Surgeon • 1 Periodontist • 1 Endodontist

CAW Dental Centre • 1425 Phillip Murray Ave., Oshawa

CAW TCA
LOCAL 222

New Agreement Brings More Incentives At \$60,000

As you can see by the accompanying letter from General Motors there will not be service granted for periods of layoff because of slow vehicle or parts sales. We have won cases of long layoffs for model change but not for slow production. The list of names we submitted to the company are from Ste Thérèse and St. Catharines who now work in Oshawa.

September 6, 2002

Mr. John Graham

National Representative

National Union CAW

205 Placer Court

North York, Ontario

M2H 3H9

Subject: Request for credited service

Dear John:

After careful investigation, we believe that the credited service of the employees on the list supplied by the union dated September 4, 2002 is correct for the time periods in question. These appear to be employees who were laid off for lengthy periods of time due to reduced volumes at their locations, who were subsequently called to work at Oshawa.

Credited service lost was due to their long term layoffs, which exceeded the period of time for which they were eligible to accrue service under the pension agreement. There is no provision to grant credited service for the extra time on layoff therefore no adjustments will be made.

Paul Schnobrick

Director Contract Administration

Incentives

Now that we have ratified our new Collective Agreement we will know when the additional \$10,000 incentive will take effect, and with 1,200 available there are plenty for everyone interested and eligible to retire in the next three years. At this point with the third shift started we are not sure how many can go right away. This will still have to be worked out.

Current and future retirees will be eligible for tuition assistance of \$1,300 for children going to college or universities.

PCOLA Rates

Pre-1987 Covered Retirees

The October 1, 2002 PCOLA adjustment to the Basic Benefit Rate is calculated to be: $\$38.75 \times 1.4\% = \$0.54 \times \text{years of service}$

1987 Covered Retirees

The October 1, 2002 PCOLA adjustment to

PENSION REPRESENTATIVE'S REPORT



BY

Charlie Peel

the Basic Benefit Rate is calculated to be: $\$41.82 \times 1.4\% = \$0.59 \times \text{years of service}$

1993 Covered Retirees

The October 1, 2002 PCOLA adjustment to the Basic Benefit Rate is calculated to be: $\$48.78 \times 1.4\% = \$0.68 \times \text{years of service}$

1999 Covered Retirees

The October 1, 2002 PCOLA adjustment to the Total Monthly Benefit Rate is calculated to be: $\$58.56 \times 1.4\% = \$0.82 \times \text{years of service}$

The October 1, 2002 PCOLA adjustment to the Total Monthly Benefit Rate is calculated to be: $\$2,957.67 \times 1.4\% = \$41.41 \times \text{years of service}$

If you need me, put a call in for your Pension Rep through your supervisor. I can be reached in-plant at 905-644-3642 or pager is 1-800-361-6793, enter PIN 1277 then enter the phone number you can be reached at.

Please note that even though the Internet is an easy way to communicate, we don't trust the confidentiality of the e-mail system. We will only reply to questions by phone, so if you do e-mail us, make sure you include a telephone number. 🍁



GENERAL MOTORS RETIREES

Our Best Wishes go out to the latest group of GM retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.

Name	Dept.	Years of Service	Retirement Date
Austin E. Beers	93	22.6	July 2002
Te Hung Chung	94	27.1	Oct 2002
Loretta Cotton	68B	30.1	Oct 2002
Baldrick R. Dinham	81	14.2	Aug 2002
Abdurrehman C. Esmail	85	25.1	Oct 2002
Joseph W. Hyde	49C	26.6	Oct 2002
Jane B. Lyte	26	19.3	Aug 2002
Roderick B. MacLennan	20	30.1	Sept 2002
Donald M. McAlpine	61	21.2	Oct 2002



BY

Charlie Peel

Pension Representative



Bill Mutimer

Alternate Pension Representative

Name	Dept.	Years of Service	Retirement Date
Garnet W. McLaughlin	94	30.2	Sept 2002
Kamal K. Sangar	44E	27.4	Oct 2002
Justin Soln	26	22.0	Sept 2002
Douglas Stinson	4D	27.0	Aug 2002
Kenneth H. Suddard	69A	12.7	Oct 2002

We would also like to congratulate William A. Summers who retired from Whitby Transit on October 1, 2002 with 15 years service. 🍁

It's Called "Collective" Bargaining

ALTERNATE PENSION REPRESENTATIVE'S REPORT



BY
**Bill
Mutimer**

It was great that we were finally picked as the "target," but along with being picked came a lot of pressure for our bargaining committee.

It seems many were quite concerned that we were getting "zero" updates in the plant.

"If we're the target why don't we hear what's going on?" was one sentiment.

Another was "why are we not better informed?" and "how can the committee agree on September 17 that we have a deal when none of us have voted on it until Sunday?"

Many wondered "if we've made some progress why can't we get that information?" and lastly "why don't we get the information on what we got days before the ratification meeting instead of the day of the ratification meeting?"

All valid questions, all valid concerns.

Let me try to explain and or answer some of these questions and concerns.

In bargaining we all can't go to the table and voice our concerns, that's pretty obvious, so we elect our districts who will speak on our behalf at the table. They bring all our concerns together and try to hammer out a deal that will satisfy our concerns and wishes. That's why it's called collective bargaining.

Now not everything gets hammered out in Day One, so they keep going to day two and three and then four, etc.. We were picked as the target on September 5, 2002, giving our bargaining committee 12 days to get the i's dotted and the t's crossed.

If in their judgment they can get it done before midnight September 17 they would announce we have a tentative agreement. In

all probability we would then have a ratification meeting and "we" then decide if "we" like the path our bargaining committee chose.

If 51 percent or better like it then we have a contract. If 51 percent or more don't like it then there is no agreement and they go back to the bargaining table. The decision to strike or not will be made at that time.

If our bargaining committee decided they could not get it done by September 17 midnight they decide either to put us out on strike or bring it to us to vote on. If they don't like it but we do and vote in favour we have a contract. If we agree with them and turn it down our strike would then start.

So why don't we hear what's going on? I stated, the bargaining committee had 12 days in which to work, so something we got on day one may get changed and altered in day two, three, or four. Then we may make a major gain in one area on day five only to have it changed or altered for something else we wanted on day eight. In other words "you don't have anything until you have everything."

This answers another question. If the committee feels they have a deal worthy of voting on and they believe we'll agree, we have a tentative agreement which means "we" get our say by way of a vote at the ratification meeting. It's not a done deal until all votes are cast and counted.

As to why we don't get information until Sunday's vote? Since talks went to the deadline, all that was bargained had to be reduced into a pamphlet in point form so we at least get an overview of what was gained. This takes a few days, then it must be printed and

delivered to all GM locations which means we don't get it until ratification.

You must remember, the members at Ford and DaimlerChrysler are waiting to settle their agreements and can't get started until the GM agreement is signed, so I guess the answer is timelines.

In a perfect world everything would be fully explained and understood before we cast our vote, but that's why "we" have elections to vote for "our" districts to represent "us" at bargaining. Even our committee will probably tell you they would have liked to have gotten more and better benefits, but do we want to strike for things that were unattainable, or do we trust their judgment when they tell us "that's the best we can hope to get without a strike!" If we don't agree we vote it down.

I, like you, would love to be at the table and hear first-hand what we can get and what we can't, but the reality is it can't be done so "we" elect people to be there on "our" behalf.

Congratulations to Mike Shields, Tom Hoar and our Shop Committee for getting an exemplary contract for us.

Since more pension incentives were negotiated, I'm sure many of you will now want to see the pension reps to answer your questions as to qualifying, or how much money will you get? Don't hesitate to give us a call, we'll be happy to explain it to you.

In-plant my phone is 905-644-6342, pager 1-800-361-6793 PIN# 6342. ♣

Centre de Ressources Francophone-Durham

Emploi

- aide à la recherche d'emploi
- aide à la rédaction de CV et de lettres de présentation
- accès à des banques d'emploi par l'utilisation libre de l'Internet
- contacts disponibles avec des companies recrutant de personnel bilingue

Traduction

- aide à la traduction de CV et de lettres de présentation, ainsi que de documents variés

Ressources

- ordinateurs avec accès à l'Internet et à une imprimante, télécopieur, bibliothèque de livres Français

707 Simcoe St. S., Oshawa L1H 4K5 • 905-436-7353

Réseau des Femmes du Sud de l'Ontario

Le Réseau des Femmes est un programme d'aide et de soutien aux Francophones de la région de Durham.

C'est un service aux femmes victimisés par la violence et à leurs familles.

Waiting Period For S&A/Compensation: Bring Photocopies!

There have been a great number of employees coming forward in the last few months after having read our articles on returning to work after an S&A or compensation leave, to put a waiting period in for EI benefits. One thing we would like to ask of anyone who is returning to work after an S&A claim or compensation claim who would like to put a waiting period in, is that you have a photocopy of your S&A papers with you if you were on S&A benefits, or a note from your doctor stating the period of time you were off work if you were on a compensation claim. We will need to take this medical evidence to the EI office, so if you want a copy for your records please have a copy for yourself already photocopied.

To put a waiting period in for EI benefits while off sick or injured you need medical evidence to verify your illness or injury. If you have your medical evidence with you when we come to put your waiting time in, your claim will be processed quicker and more efficiently at the EI office. If you don't have your medical evidence with you we can get a copy of your S&A claim from Clarica with your authorization. If you were off work on compensation we will have you go to your doctor to fill out a medical certificate, then we will forward the

SUB REPRESENTATIVES' REPORT			
	BY Dave Murphy SUB Representative		Dale Millson SUB Representative
			Terry Wilson Alternate SUB Representative

medical information to the EI office.

As you can imagine if you have your medical evidence with you when we come to put your waiting period in, the chances of your claim being processed correctly and quickly at the EI office is greatly enhanced.

Employment Insurance Responsibilities And Rights

You have the responsibility to:

- Report all work and earnings received while collecting Employment insurance.
- Complete reporting in a timely manner using Teledec.
- Follow instructions from Employment insurance staff members.
- Report any absences from the country, unless told by an Employment staff member(s) that you don't need to do so.
- File a claim promptly when you become unemployed.

- To keep a record of your claim. You have the right to:
- File a claim for Employment Insurance benefits.
- Receive help in filing a claim.
- Appeal decisions about your benefits, which you feel are unjust.
- To see any government record which contains your personal information, under the Privacy Act.

In plant phone numbers

Dale's office number is 905-644-7839, inside plant pager *97-8099, out of the plant 1-800-361-6793, pin 8099.

Dave's office number is 905-644-1541, inside plant pager *97-8525, out of plant 1-800-361-6793, pin 8525.

Terry's pager is *97-8555, out of plant pin 8555.

Until next time, take care. 🍁

Bonus Appeal Process Nearing End

\$1,000 Signing Bonus Update

On June 17, 2002 the \$1,000 bonus appeal was heard at the Federal Court of appeals in Toronto. The CAW National lawyer presented argument on behalf of our members involved. Dean Lindsay, Dave Murphy, Dale Millson and myself were also present during the day's ordeal.

When we left the courtroom later that day we felt good. The CAW lawyer, Lewis Gottheil, did a great job on our members' behalf, not leaving any stones unturned. On July 26 we got word that the result was in our favour.

The EI Commission has 60 days to appeal to the Supreme Court of Canada. Although I believe they will not appeal, it also won't surprise me if they do. As of writing this article on September 13, EI has not given notice to appeal. They had until September 27, 2002.

This issue should hopefully unfold very soon with the EI Commission finally giving in and not appealing to the Supreme Court of Canada. If this happens then those involved should have their EI and SUB back shortly after. Once again thanks for your patience on this issue.

Annual Dependent Certification Forms

Recently the GM Benefit Centre mailed out Dependent Certification Forms to our members with dependents between the ages of 18 years of age and 25. Approximately 1,500 of them did not list their dependent(s) on the form. New forms have been sent with the correct information on them and you should have them by now. If you did not

receive one (and you have a dependent between the age of 18 and 25) please come forward for assistance immediately because as in the past there will most likely be members missed. If your Annual Dependent Certification form is not completed and returned to the GM Benefit Centre by October 31st your dependents who were listed on the form will be removed from your benefits by the GM Benefit Centre.

For assistance call the GM Benefit Centre at 1-877-442-4625. If you have lost or forgotten your Personal Identification Number (PIN) you must call and get a new one. This process takes three to five business days. When you receive your temporary PIN you then call back to the GM Benefits Centre and change your temporary PIN to a number of your choice. Service representatives at the Union Hall and your in-plant health care/insurance representatives can access your file immediately at your request. Give one of us a call if you require assistance.

Congratulations go out to our Local and Master Bargaining Committees for the great job they did in securing an excellent contract for the next three years. We achieved benefits we didn't have before as well as providing job security in both production and trades. Thanks to Tom Hoar and Mike Shields and their committees. 🍁

SERVICE REPRESENTATIVE'S REPORT

	BY Mike McPhee Service Representative and Executive Board Member
---	---

New Benefits Outlined

We would like to take the time to go over the benefit gains in the recent 2002 set of negotiations.

Optional And Dependent Life Insurance

Premiums will be reduced by 10 percent as of January 1, 2003 for optional and dependent insurance. The dependent group life insurance program has been improved by:

- Adding two new schedules of \$55,000 and \$60,000 for spousal insurance and two new schedules of \$22,000 and \$24,000 for children
 - There will be a one-month open enrollment for actives, which will allow them to enroll in the next higher schedule without evidence of insurability
 - Any employee at work who has not previously enrolled, may enroll, without evidence of insurability in the lowest schedule of either the optional and/or dependent life programs
- The open enrollment will take place in the spring of 2003.

Health Care Improvements, Effective October 1, 2002

Vision Care

The vision care plan will be improved by increasing coverages to:

- Single vision — \$170 every 24 months
 - Bi-focal — \$225 every 24 months
 - Multi-focal — \$295 every 24 months
- (the multi-focal amount may be applied toward laser eye surgery. This benefit would be in lieu of any claim under the vision care plan for the next 48 months.)

Dental

The annual maximum has increased \$300, from \$2,200 to \$2,500. The dental calendar year is October 1st of every year, i.e. every October 1st you will have \$2,500 maximum dental benefits.

The orthodontic lifetime maximum has increased by \$400, from \$2,800 to \$3,200.

Chiropractic Benefits

A \$15 per visit chiropractic benefit will now be paid as a top-up while provincial plan benefits are being paid.

When provincial plan benefits have been exhausted, the chiropractic plan will pay a \$25/visit benefit until a total of \$400 annually has been paid from the plan.

Once the \$400 limit has been reached, the plan will reimburse at an amount per visit equal to the provincial government plan benefit.

Speech Therapy

The current benefit for speech therapy has been increased from \$400 to \$1,000 annually, and will include the initial test.

Psychologist Services

The current coverage for psychologist services for personal,

INSURANCE AND SERVICE REPRESENTATIVES' REPORT



BY

Don Thompson

GM Insurance
Representative



Doug Crough

Service
Representative

family and marital counselling has been expanded to include counselling by a Master of Social Work. The annual maximum for these services has been increased from \$500 to \$600.

Paramedical Coverage (New)

New coverage for services of four paramedical practitioners has been negotiated in this agreement. Benefits payable under the plan will be available following the exhaustion of any government programs. The new coverages are as follows:

- Naturopaths (\$25 per visit with an annual maximum of \$300)
- Podiatrists or chiropodists (\$11.45 per visit with a combined annual maximum of \$300) on referral from a physician
- Registered Massage Therapists (\$45 per visit, \$200 annual maximum) on referral from a physician

In-Home Nursing And Homemaking

The hours available for the services of registered nurses (RN) and registered practical nurses (RPN) has been increased from four hours to six hours per day, and the annual maximum has been increased from \$7,500 to \$12,000.

A new benefit has been negotiated to cover homemaking services up to five hours per week in situations where in-home nursing services are required. These services are included in the \$12,000 annual maximum. When the annual maximum for these services has been reached, up to two hours/day are available for RN services for the balance of the year.

Prosthetic Equipment And Durable Medical Equipment

Insulin Pump

The benefit for adults has been increased from \$800 to \$1,000 every five years. New coverage has been introduced for children up to 18 with Type 1 diabetes. The insulin pump coverage will be up to a maximum of \$5,500 once every five years and insulin infusion pump supplies will be covered to a maximum of \$250 per month.

Orthotics

Orthotics coverage will be increased to two pairs within a 36 month period at the current maximum of \$400. The parties have agreed to work toward establishing a participating provider network for orthotics.

Visco-Supplementation

Visco-supplementation therapy (shots for arthritis) will be added as a new benefit with coverage of up to \$300 per treatment cycle, to a maximum of \$1,200 every three years.

It is quite clear the benefit gains in the recent set of negotiations are great. We would like to thank our entire negotiating committee for a superb contract. If anyone has any concerns about their benefits, please call us anytime and we will gladly assist you. 🍁

Dependent Survey Due Back October 31

The annual dependent survey forms were screwed up. Some were sent blank and some had no information at all, causing a flood of calls to myself and to Don.

Again the blame goes to Hewitt and Associates who administer the benefits for General Motors of Canada. The Union has identified approximately 1,487 errors of information and a corrected 902 survey form was mailed out on September 12.

Those members affected should have received them within three to five days. Here is the statement from Hewitt:

"On Friday September 6th, the Benefits Centre was made aware of an issue in regards to the Annual Dependent Certification Forms. Some forms were printed without any dependent information. The situation has been corrected. In total, 1,438 employees were impacted. To resolve this situation, the impacted employees will be receiving a new

form and a correction notice. These forms will be mailed on Thursday, September 12th. Employees should complete and return the updated copy of the certification form. We have extended the submission deadline for this population, to October 31, 2002."

Oshawa Marina

Have you been following this one at City



**Support
The United Way**

INSURANCE REPRESENTATIVE'S REPORT



BY

**Dave
Thompson**

GM Insurance Representative

Council? It has turned out to be one of the next election issues. With the best waterfront around we will not have a marina for recreation use. In all my years being involved in the city politics this one is going to be bigger than the tale of Moby Dick. I attended the last city council meeting and was pleased to see one of our retirees and former service rep and colleague Larry Ladd give a very good report on the crisis due on the waterfront. We as CAW members need to rally behind this one. If this type of leadership from Council keeps up what will be next, Lakeview Park? Good work to our retired Brother Larry Ladd and to the committee and also our friend Nester Pidwerbecki, city councillor. Well the games begin round one for the little guy.

Remember trust the Union not them...🍁

Return The Dependent Survey Forms!

Iwant to congratulate our bargaining committee, under the leadership of Mike Shields and Tom Hoar, for bringing home an agreement we can all be proud of. I knew they would not come back with anything less.

Dental Plan Changes

The maximum benefit payable for all covered dental expenses, excluding orthodontics procedures and treatment will be \$2,500. The maximum lifetime amount for orthodontics is \$3,200 per eligible dependent under the age of 21. Note also that anything over the amount of \$200 must be pre-approved by Clarica.

I would like to remind the members who received the annual dependent survey forms from the GM Canada Benefits Centre to fill

them out and return them immediately. **These forms have only been mailed to those who have covered dependents on their Healthcare**

Benefits that are 18 years and older. These forms are due back to the Benefits Centre no later than October 31, 2002. Failure to meet this deadline will result in the cancellation of these overaged dependents effective November 1, 2002.

Until next issue, I remain in solidarity...🍁

ALTERNATE INSURANCE REPRESENTATIVE'S REPORT



BY

**Barry
Grills**

Alternate GM Insurance Representative

Family Support Committee

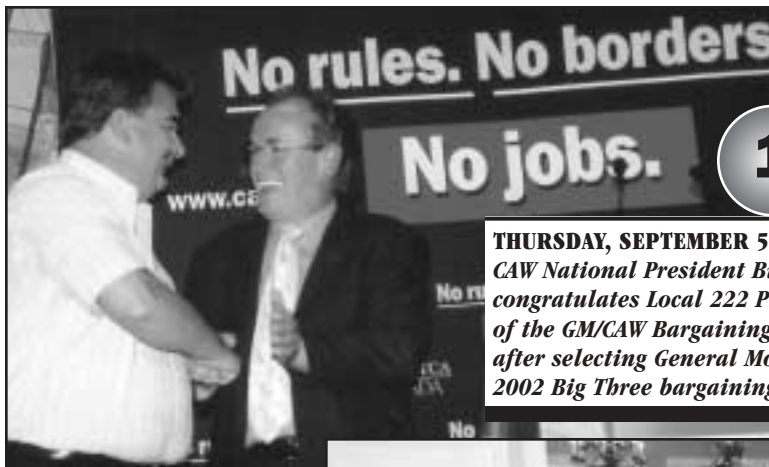
Information, Resources, Education — Confidentiality Assured

Ron Davey – Chairperson

Gregg Valentine – Recording Secretary

Pat McWade – Treasurer

You can leave a message for us through the Union Counsellors' offices
at 644-4282 or 644-4283



1

Negoti 20

THURSDAY, SEPTEMBER 5, 10:00 a.m.
CAW National President Buzz Hargrove congratulates Local 222 President and Chairperson of the GM/CAW Bargaining Committee Mike Shields after selecting General Motors as the target for 2002 Big Three bargaining.

Photos by Joe Sarnovsky



2

THURSDAY, SEPTEMBER 5, 12:15 p.m.
First formal meeting with General Motors following the announcement that GM had been chosen as the target company.



3

FRIDAY, SEPTEMBER 13, 5:00 p.m.
A sombre Mike Shields, Buzz Hargrove and CAW National Secretary-Treasurer Jim O'Neil (left) address the media following GM's first economic proposal — which Hargrove called "the worst first offer I've ever seen."



4

FRIDAY, SEPTEMBER 13 to TUESDAY, SEPTEMBER 17
As negotiations progressed, Local 222 was well represented on the Master Bargaining Committee.



iations 02



TUESDAY, SEPTEMBER 17, 6:30 p.m.

Just hours before the contract deadline, negotiations hit high gear as a Master Caucus Meeting originally scheduled for 3:00 p.m. was postponed to 3:30, then 5:00, and then 6:00 before Mike Shields and Buzz Hargrove arrived at 6:30 to present a tentative agreement to the Master Bargaining Committee. The agreement was unanimously supported by all committee members, and a press conference followed.

6



5

TUESDAY, SEPTEMBER 17, 1:00 p.m.

With 11 hours remaining before the contract deadline, Buzz Hargrove and Mike Shields still await GM's next economic proposal.



7

WEDNESDAY, SEPTEMBER 18, 11:00 a.m.

Former CAW National President Bob White dropped by the Master Caucus meeting to congratulate the Bargaining Committee and to offer his support for the tentative agreement.



8

SUNDAY, SEPTEMBER 22, 10:00 a.m.

Former Local 222 President Cliff Pilkey and his wife Viola took the time to attend the ratification meeting at the Civic Auditorium.



The Most Serious Challenge Facing My Generation

BY **John Soln**

Throughout the history of humans, each generation has vastly improved over its previous generation. Be it in the realms of technology, industry, or agriculture, humans have advanced significantly creating a higher standard of living and greater ease within one's life. These advances have often come about from the hard work and toiling of the earlier generation. Much to the satisfaction of the newer generation, their lives have been made easier thanks to the discoveries and changes implemented by the old generation. However, these advancements often come at a great price. Many aspects of the vulnerable biosphere in which we live as well as the lives of other people have been drastically altered to provide the future with faster cars, quicker computers, cheaper products; all of which must be generated in larger quantities in less time. Due to the technological/industrial advancements, tremendous increase in the populations of developing countries as well as the stagnating populations of developed countries, my generation must face a bevy of issues and problems. The most important issue; however, that has been left behind by the previous generation in which my generation must deal with is the state in which the Earth's environment has been left in.

Technological advancements have accomplished remarkable feats throughout history. The discovery of electricity and the invention

**CAW Local 222 has another
National Union bursary winner!**
**President Mike Shields
congratulates John Soln,
son of Justin Soln (recently
retired from the GM Truck Plant).**
**Here is his essay,
for which he was given
the Cesar Chavez award.**



of the steam engine have catapulted the world into a state of mass industry and technology. Unfortunately, some of these advancements have affected the environment in a negative manner. One cannot argue that the advancements are the negative factors; it is how the advancements are being implemented in various places that harm the environment. For example, hydroelectricity is a wonderfully clean and inexpensive form of electricity. In various parts of the developed world, it has fueled economies and provided residents with cheap power. In developing nations, such a wonder of technology has proven to be fatal for the local economy and culture. A balance must be discovered between economic prosperity and environmental protection.

The High Dam at Aswan is an excellent example of an attempt to generate economic

prosperity that resulted in severely damaged the environment. This particular project took place along the Nile River in Egypt, and its primary objectives were to control the natural flooding process of the Nile, to store water from each flood for irrigation and other purposes, and finally to generate hydroelectricity; something the government (at the time) believed would produce much wealth for the nation.

A desire for a dam spawned out of the 1950s, as Egypt was facing a considerable boom in population. Furthermore, due to the overwhelming amount of arable land in Egypt, Egypt was looking towards expanding its agricultural and energy related horizons. Construction of the dam began in 1960 (with the assistance of the Soviet Union) and ultimately completed in 1967. Several environ-

see THE MOST - page 27

Your Human Rights/Employment Equity And Female Advocates

Truck And Battery Plants



Harvey
Ross

Harvey can be contacted at
644-1411
or pager *97-8685.

Diane can be contacted
at 644-4175
or pager *97-8399.

Outside GM use

1-800-361-6793 to access the pager network.



Diane
Cunningham

Car Plant, South Stamping And Tri-Link



Chris
Smith

Chris can be contacted at
644-1114
or pager *97-1114.

Tina can be contacted
at 644-4330.

Outside GM use
1-800-361-6793

to access the pager network.



Tina
Moore

Due to multi-shift operations it may be necessary for you to leave a message.

**Please include the area you work, shift number
and a phone number you can be contacted at. Thank you.**

PROBLEMS?

Alcohol and/or Drugs - CAW-GM Substance Abuse Program

*For Help,
Information, Etc.
Confidential CAW Reps*

Larry Kirtley

**Truck Plant
& Battery Plant**

In-Plant 905-644-5967

Pager: 1-800-361-6793

PIN 5967

Res: 905-579-3445

Medical Centre: 905-644-7080

Ron Gibson

**Car Body/Hardware
& South Stamping**

In Plant: 905-644-3724

Pager: 1-800-361-6793

PIN 3724

Res: 905-623-0266

Medical Centre: 905-644-6093

Don Whalen

**Car Chassis/Paint
& Tri-Link**

In Plant: 905-644-3723

Pager: 1-800-361-6793

PIN 3723

Res: 905-728-1179

Medical Centre: 905-644-6093

Rick Mitchell ACSYS Technologies

In-Plant: 905-433-3356

Pager: 905-439-3356

Medical Centre: 905-433-3002

The Most Serious Challenge Facing My Generation -

continued from page 26

mental repercussions occurred after the construction of the dam: the enormous water reservoir created by the dam has increased pressure on the sediment strata and thus greatly increased the probability of disastrous earthquakes. The water reservoir also caused many changes in the ecosystem, plankton and fish populations changed, seasonal vegetation developed along the lake shoreline instead of the previous cultivated vegetation. The water reservoir has also attracted many nomads. Unfortunately, the nomads gathered near the festering water thus exposing them to standing water diseases such as urinary schistosomiasis.

The Aswan High Dam Project has proven to the world that environmental factors must be carefully considered prior to beginning a major project. The high dam forced people out of their homes as the flooding patterns of the Nile River have been greatly altered.

People can no longer cultivate their crops based upon the season flooding of the river. Finally, new diseases have been introduced to a group of people who have little access to proper medical facilities.

What may seem as an economic blessing can often become an environmental

nightmare; it is up to the will of my generation to undo the environmental wrongs of the previous generations while still maintaining and improving economic prosperity.

The next major environmental problem of the future that my generation must solve is the problem of waste disposal. The issue of waste disposal and management, however, is a problem dualistic in its nature: what to do with the garbage that is already produced, and how to minimize future waste production. In Japan, for example, the problem of manageable waste disposal is at a critical level. Japan is a land-starved country, meaning there is a high population with a very limited amount of space. A per capita waste generation of more than 1.5 kilograms per day has exasperated waste disposal measures in the land-starved country. Most forms of garbage disposal are by means of incineration or by land disposal on artificial islands. The average North American person also produces approximately 1.5 kilograms of trash per day, but North America is a much bigger land mass than Japan, thus there should be no concerns. Such a state-

ment is horrifically false, as the fact remains that people are creating waste much quicker than nature can break down. If the current rate of waste production and resource consumption were to continue, North America may one day suffer the same plight as Japan. In order to remedy this potential problem (and in some countries, existing problem) my generation must conceive plausible, sustainable practices that provide economic and social benefits without further degradation of the Earth. A simple "quick fix" will not solve the waste crisis in the world. A strong recycling program should be implemented worldwide. Various corporations should take measures to reduce the amount of unnecessary waste provided by excess, unneeded packaging. Primarily, though, it is up to the initiative of the individual to ensure they are playing their part in the environmental web to ensure they partake in proper

***What may seem
as an economic blessing
can often become
an environmental
nightmare.***

waste management activities. If everyone were to reuse, reduce, and recycle, the waste plight of my generation may not be as severe as it will be.

It is foolish for one to think industry, technology, and the corporate-world is a detriment to the environment. The truth is they are not. These giants of culture add to the rich tapestry of economy and social well-being. They are a necessary and vital part of our modern day world. Collective individuals are responsible for the fate of our fragile world. If every person in their businesses, homes, and schools were to work to ensure environmental justice was being upheld in all facets of life my generation would have a lot less to worry about. I am just one man, but throughout the course of my life, I will do everything in my humble power to ensure that the state of our planet and the well-being of all living creatures are maintained and improved. Everyone has that power; it is simply a matter of whether or not one chooses to use it wisely for the benefit of all humankind. ♣

Health And Safety Bargaining Update

First, let me say that our president Mike Shields did an excellent job as chairperson of the Master Bargaining Committee.

I believe that once you see all the changes to our new Collective Agreement you will be in agreement with the bargaining committee that this is an excellent settlement.

I would also like to state that plant chairperson Tom Hoar and the Shop Committee did a great job. The committee worked hard together and secured many new changes to our local agreement.

Several months prior to negotiations all the health and safety reps from General Motors in Canada got together to put forward demands to improve the master language in our collective agreement.

This year heat stress was our major issue. We also got changes to working with asbestos and metal working fluids. Listed below are some of the changes made in this set of negotiations.

In the near future I will do an article on all the changes to our collective agreement dealing with health and safety.

Heat Stress

We were successful in bargaining a letter dealing with hot weather con-

ditions. This letter ensures that all current practices being utilized in hot weather to prevent heat stress will be continued, Gatorade will be available when in-plant humidex reading reaches 38°C. Heat reliefs will begin when the humidex reading reaches 40°C. The heat relief break starts at 10 minutes.

Lockout

The Master Joint Health and Safety committee will identify changes in the safe lock-

Campaign Against For-Profit Healthcare

**October 9th
Oshawa Legion
471 Simcoe Street South
Featuring Maude Barlow &
Authors of McMaster study
on Deaths in for-profit
facilities.**

7:00 p.m.

HEALTH & SAFETY REPORT



BY

Paul Goggan

Certified H&S Rep, Car Body, Hardware & South Stamping, Production & Skilled Trades and CAW Local 222 Executive Board Member (Trustee)

out procedure booklet within one year, pending any legislative changes and then update the booklet.

CPR

The plants will continue their current practices to make employees aware of CPR training schedules.

Training Fund

The CAW Health and Safety Training Fund will receive more money. The fund will increase from .03 cents per hour to .04 cents per hour.

Representation

In the Car Assembly Plant we have increased the health and safety representation. We will now have a full-time plant-wide coordinator, a third shift safety rep and each shift and rep will have an alternate. I would like to thank Jim Hoy for his help with these issues.

Telephone

I can be reached in-plant at 905-644-3608, my home number is 905-435-0900 and my pager number is 1-800-361-6793 pager 3608.★

WE'RE GETTING YOUR MAIL!

Your Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number. Please call the Union Hall at 723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

CHANGE OF ADDRESS

Fill in and return to CAW Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date _____ Plant _____ Serial No. _____

Name _____

Street No. _____ Apt. No. _____

City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

Annual Women's Conference

CAW Women Mobilizing, Organizing, From the Workplace to the Bargaining Table and Beyond was the theme of this year's Women's Conference held at Port Elgin August 25-28. The Women's Conference brought together 200 women from CAW workplaces across Canada.

The conference provides an opportunity to share experiences and brainstorm to find answers to the issues the women face in their workplaces. The various workshops (such as grievance handling, collective bargaining, women's activism, building a respectful workplace environment) help the women to make those changes.

Each year the conference is host to some dynamic speakers. This year the conference attendees heard from Nancy Riche (former Secretary Treasurer of the Canadian Labour Congress), former CAW Canada president Bob White, and Judy Rebeck (former President of the National Action Committee on the Status of Women).

The conference was a success and will always be remembered by the women from Local 222 and myself.

Unfortunately, it was also when we first heard the news that our dear friend and union sister Christine Thompson had passed away. If it were not for her illness, Christine would have been at the conference with us. She will be forever missed, leaving a void within our Women's Committee and our Local Union. We can, however, be thankful that we knew her and were able to share her great spirit for family, friends and laughter, her compassion and enthusiasm for life, her union activities and fundraising for underprivileged children. Till we meet again at the big union meeting in the sky, we will think of you Christine.

Women's News

- Bethesda House is back in operation. Bethesda House offers a multitude of outreach services including safety plan development; crisis intervention; one-on-one counselling for women and children; offering support; shelter and advocacy services for abused women with or without children. Crisis line: 905-623-6050 Toll-free: 1-800-338-3397.
- The women's committee joined with the

WOMEN'S COMMITTEE REPORT



BY

Lisa Lindsay

Women's Committee Member

Durham Rape Crisis Centre to Take Back the Night on September 19. I will have a report in the next *Oshaworker*.

- The Women's Committee and the members from CAW Local 1136 had an outdoor yard sale at the Union Hall on October 5, to raise money for local women's shelters.

At this time, I would like to welcome the new women who have started working in our plants. If you are interested in taking part in some of the events with the Women's Committee, leave your name and number at the Union Hall and we will get back to you. We always welcome new women, who want to get involved in their Union and their community.

Until next issue. 🍁

BOWMANVILLE HEARING CENTRE

"Serving Oshawa, Whitby, Bowmanville and surrounding areas."

Liberty Health Centre
60 Liberty Street South, Suite 202
Bowmanville, Ontario L1C 2N5
Phone: (905) 623-6500

Complete Hearing Aid Service

Micro Canal Hearing Aids	Digital Hearing Aids
All Brand Name Aids Available	Noise Attenuators
Earmolds	Cleaning and Servicing
Musician Plugs	Tube Changes
Swimming Plugs	FM Audio Systems

A.H.I.P., A.D.P., D.V.A.
Blue Cross, Green Shield, Clarica

PROUD TO SERVE

GM EMPLOYEES & THEIR FAMILIES



*Talk to us for Special GM
Employee Discounts!*

TOP TRADE-IN ALLOWANCE

725-6501



140 Bond St. W.
www.ontariomotorsales.com

August 24th Fire In Cannington

My summer really ended when I got a call from a Cannington resident telling me that one of our old downtown store blocks was burning. Of course, the volunteer fire fighters were doing an excellent job of containing the fire. All three Brock Township fire halls had responded with support from Uxbridge and Whitby.

Five stores and eight apartments were burned out on August 24th and the Cannington downtown will never be as it was. Lost also in the fire, the generous donations local residents had made to the Brock Christian food bank.

The lives of 13 people in the walk up apartments will change incredibly. Two people hospitalized, all homeless and only two of the tenants had fire insurance. Nearly all of their personal belongings were lost. Their

clothes, food and furnishings gone and left to start again. For some they turned to friends and family near-by and thankfully others had program support to help make quick decisions.

POLITICAL EDUCATION COMMITTEE REPORT



BY

Larry O'Connor

Political Education Committee Member

One of the programs that we are so lucky to have is our Homelessness Outreach program for North Durham. The sole employee, Lynn Campbell, did an incredible job of making sure the immediate needs of the victims were taken care of. Her contacts helped stabilize the lives of the victims and access programs that are in place to help the homeless.

The community rallied to support the victims and without any hesitation the August 24th Fire Relief Committee was formed. The food bank was temporarily set up in the basement of the United Church. The Lions Hall became a storage area for local residents to bring donations of clothes. The Anglican Church hall became the place to drop off furniture and household items. Two new Cannington residents quickly organized a benefit concert with some local talent. The trust fund established at the local bank soon had \$10,000 to be quickly dispersed to the fire victims.

In the wake of the fire I have heard about the history of some of the stores. One was an original General Motors dealership with a ramp that went to the basement parts department and a ramp out back that went to the second floor showroom. The businesses have changed many times over the years and some store areas became affordable housing before governments recognized the need. A lot of perhaps unknown local history lost, but thankfully no lives.

As I write the column I can't imagine how the victims must feel.

Personally I am proud of the work of the community and I'm so glad that supportive regional programs worked like they should. A deep sense of sadness comes over me when I think of the victims and some of the many emotions that they must be facing as the building's insurance companies fight over who will do the clean up and the lives of the victims are spread out all over the street for passerbys to see. Some of the accounts printed in the paper about the fire lack the sensitivity that our neighbours deserve; I am sure not intentionally. I am also reminded that so many organizations are financially reliant on donations only and our donations are truly important. While prayers and kind words are important, governments too must have compassion for all of life's victims. 🍁

Sport Massage

Under New Management

Reflexology • Touch Therapy • Back Treatment
Relaxing Atmosphere

Oshawa, 226 Bloor St, East
905-404-83-53



BOND OPTICAL

COMPARE BEFORE YOU BUY

- VISION PLANS ACCEPTED
- EYE EXAMINATIONS ARRANGED
- SENIORS DISCOUNT

Reader's Choice

905 579-6411

375 Bond St. W. Oshawa (Between Park & Stevenson)











www.cawlocal222.com

Looking For More Environmentalists

The CAW Durham Regional Environment Council's (DREC) first two-year term has come to an end. It's been quite a learning curve and an enjoyable experience to boot. We would like to welcome all of our preferential and new hires to GM. We are hoping that with all the new people here we may have some environmental activists lurking about. If you are interested we would love to invite you to become involved with the CAW DREC and our many useful campaigns.

Let's review some of our accomplishments and ongoing campaigns.

- Pesticide Free Zone Campaign was instituted to educate and inform us of the dangers of pesticide use and also give us green alternatives to use as a replacement.
- Prostate Cancer Awareness Forum, which was presented by CAW DREC and the CAW Eastern Women's Network. With over 200 in attendance, the membership and community had a chance to view several community support groups and listen to several knowledgeable speakers on how to prevent this disease. Prostate Cancer affects one in eight men, and of that number one in four will die. There are plans in the works for a second Prostate Cancer forum.
- International Thermonuclear Experimental Reactor, (ITER) Pro &

Con Forum with special guest speakers, David Martin, Nuclear Advisor for the Sierra Club and Brian Charlton, former Ontario Minister of Energy, was a huge success. A spirited question and answer period after the speakers' session certainly showed that there is a public concern for the environmental ramifications that this proposed massive project may bring to this community.

- CAW DREC executive have contributed to the public consultation process regarding a Regional By-Law Regulating Smoking in Public Places and Workplaces for the Regional Municipality of Durham.
- We have sent many letters to several federal, provincial and municipal government officials regarding many different environmental concerns and issues.

DURHAM REGIONAL ENVIRONMENT COUNCIL REPORT



BY

Dave Renaud

Durham Regional Environment Council President

- We are involved with the OSEA (Ontario Sustainable Energy Association) in moving forward with a wind power project similar to the Lakewind Project within our region.

The Lifetime Occupational History Registry (LOHR) is our most current project and our biggest task yet to implement in our community. We hope that we can give cancer patients the opportunity to voluntarily submit their lifetime employment records and possible workplace exposures to a databank for future analysis to prevent cancer.

We have several coalitions with many regional environment groups e.g. Great Lakes United (GLU), Ontario Environment Network (OEN),

Durham Environmental Network (DEN), Sierra Club of Canada, OSEA, Organic Landscape Alliance (OLA), and we have contributed to the Durham Region's Environmental Advisory Committee (DEAC).

The CAW DREC executives and associates have proudly represented the CAW at many environmental conferences, seminars and educational forums in our first term. The support we have received from Mike Shields, Terry Spence, the Local 222 Executive and the many other CAW representatives has been absolutely awesome, thank you all. 🌱

Buying, SELLING, Retiring?

RELOCATING TO OSHAWA, CALL:

Roy Henderson

Full Time Sales Representative
And CAW Member

(905) 432-7200



ReMax Ability Real Estate Ltd.
1413 King Street East
Courtice, Ontario L1E 2I6



Specializing in Serving CAW Members



D&K Dependable Cleaners

Professional House Cleaning

**WE'LL CLEAN YOUR HOME
LIKE IT WAS OUR OWN**

**Shift Workers Accommodated
Bonded & Insured**

Debbie (905) 579-0234 • (905) 432-9046 Kelly

BRUCE H. COLEMAN
Barrister & Solicitor

CAW Co-Operating Lawyer

50 WALTON STREET
PORT HOPE
ONTARIO
L1A 1N1

TELEPHONE
BUSINESS (905) 885-8146
FAX (905) 885-7471
RESIDENCE (905) 885-9296



Support The United Way

McMaster Studies And Fall Workshop Schedule

The CAW/McMaster Labour Studies Certificate Program has been jointly developed by the CAW and McMaster University. You can take an individual course or work towards a Labour Studies Certificate. To complete the certificate, members will take a minimum of nine courses. Most courses are 24 hours long with 12 hours of classroom time and 12 hours of self directed time.

Courses Available

- **Labour in Film:** (Shift #2) Tuesdays, October 22 & 29, November 19 & 26 6:30 p.m. to 9:30 p.m..

The history of Hollywood movies with a focus on how working people and the labour movement have been depicted in movies over the past century.

- **History of the CAW:** (Shift #1) Tuesday, November 12, 6:30 p.m. to 9:30 p.m., Saturday, November 23 9:00 a.m. to 4:00 p.m., Tuesday, November 23 6:30 p.m. to 9:30 p.m..

A new look at CAW history which includes origins of the labour movement in Canada, and the birth of the union following the split from the UAW, today's challenges/videos and

Internet quizzes.

- **Labour and Politics:** (Shift #1) November 6 & 13, December 4 & 11 from 6:30 p.m. to 9:30 p.m..

This is a new video conferencing course featuring current issues, live discussion via video. Speakers include Buzz Hargrove, Peggy Nash, economists and university professors.

Winter 2002/03 Courses

- **Labour and the Internet** — hands-on in the computer lab at Durham College.
- **Globalization and Democracy** — Saturday, February 8 from 9:00 a.m. to 4:00 p.m.: what free trade, GATT and WTO are all about and the implications for democracy, Tuesday, February 11 & 18, March 11 & 18 from 6:30 p.m. to 9:30 p.m..
- **Labour in Film**, Monday, February 24, March 3, 24 & 31 from 6:30 p.m. to 9:30 p.m..
- **World Politics in the Age of Terrorism:** (Video Conferencing Course) Wednesday, April 9 & 16, May 7 & 14, from 6:30 p.m. to 9:30 p.m..
- **Introduction to the Economy:** (new course, details to be announced).

EDUCATION COMMITTEE REPORT



BY

Lynn Argue-Hogarth

Education Committee Chairperson

To attend the CAW/McMaster courses you must contact me to register at 905-259-1177 and also contact the GM Canada Benefit Centre at 1-877-442-4625 giving them your SIN and 4 digit PIN. If you can't find your PIN, call the 1-877-442-4625 number and hesitate on the line when they ask you for your PIN. The automated system will ask if you need a new PIN, then you press yes. When they send you a new PIN, call the 1-877-442-4625 number again. Put in all the information and request a Tuition Assistance Plan Application Form.

Local Union Seminars

Local Union Seminars begin on Wednesday October 16, 23, 30 and November 6. Sign-in is from 3:30 to 4:00 p.m.. Dinner is from 4:00 to 4:30 p.m.. Seminars are from 4:30 to 8:30 p.m..

Seminars Include:

- **Violence in the Workplace:** With today's pressure and production demands, violence in the workplace is escalating: How to prevent it? Know your rights!
- **CPR:** Learn the procedures in performing CPR (CAW members in good standing only)
- **Labour Law:** Helps participants understand how labour law works, who it affects and the recent labour law changes.
- **Human Rights:** Discrimination, harassment in and out of the workplace.
- **Family Law:** Child custody, separation, agreements etc. what your rights are.
- **Steward Training:** A general overview of duties of a shop steward, grievance procedure, and local and master agreements.
- **Globalization:** NAFTA, WTO and the political world we live in.

Boating Course

Course offers Boating Safety Certification. Cost is \$35. At end of course participants will be given an exam and upon passing, you will receive a Boat Licence. All boaters must have their License by 2009. Maximum 30 participants. This is a four-hour course.

Thanks from the education committee: Lynn Argue-Hogarth, Chair (Truck); Richard Cleveland, Vice Chair (Car); Craig Baumgartner, Vice Chair (Truck); Rick Button, Secretary (Car); Chuck Crossen (St. Marys); Bob St. Jules (TDS); Tim Pearce (Car); Tom Kelly (Lear); Ted Lawrence (Truck), Cash Prasad (Car).*

Local Union Seminars Application

Course Date ☐ October 16 ☐ October 23 ☐ October 30 ☐ November 6

Your Name _____

Address _____

Phone _____

Name of Unit _____

Plant Name _____

Your Area _____

Shift # (if any) _____

1st Choice _____

Name & No. of Course _____

2nd Choice _____

McMaster/CAW Course Application

Course Date _____

Your Name _____

Address _____

Phone _____

Name of Unit _____

Plant Name _____

Your Area _____

Shift # (if any) _____

1st Choice _____

Name & No. of Course _____

2nd Choice _____

Alcohol: What It Is And What It Does

SUBSTANCE ABUSE REPRESENTATIVES' REPORT

BY **Larry Kirtley, Ron "Gibby" Gibson, Don Whalen** AND **Rick Mitchell**

Alcohol is a legal, non medical drug that changes how a person thinks, acts, and feels. Its active ingredient, ethanol, or ethyl alcohol, is a thin, colourless fluid that is produced through fermentation, a natural chemical process that results when sugar is mixed with yeast. Alcoholic beverages include wine, beer, and hard liquor such as rum and whiskey. The alcoholic content of alcohol is defined by proof; the proof amount is the percentage of alcohol doubled. In other words, 80 proof Scotch whiskey contains 40 percent alcohol.

Alcoholic beverages cause an intoxicating effect as soon as they enter the bloodstream. Two to five minutes after an alcoholic beverage is consumed, the ethanol goes to work on the brain, through the bloodstream. Although alcohol is a depressant, meaning that it depresses, or anesthetizes the brain, it initially causes a feeling of euphoria as it slows down the part of the brain that houses inhibitions and self-control; as inhibitions wash away, the drinker feels stimulated and up — happy. In small doses, stress and anxiety decrease; the drinker feels more confident and upbeat, with greater self-esteem. (Of

course, as inhibitions decrease, underlying emotional problems can be unleashed, leading to depression, or aggressive, violent behaviour.)

In higher doses, alcohol leads to intoxication, or drunkenness, as other parts of the brain and central nervous system are affected. Some symptoms of intoxication include the following:

- feelings of relaxation/sedation
- loss of coordination/motor function
- slurred speech
- glassy eyes
- stomach distress/nausea
- decreased awareness
- muddled thinking
- impaired judgment
- personality changes and increase in risk-

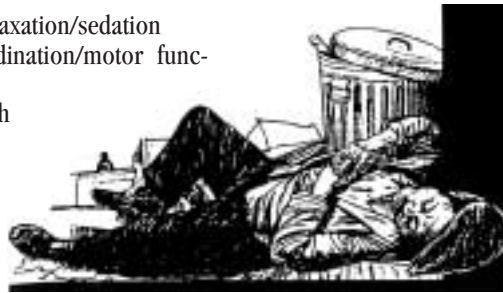
taking behaviours

- decreased inhibitions

Of course, the effects of alcohol intensify as greater amounts of alcohol enter the bloodstream. Whereas one or two drinks might lead to relaxation, six or seven will cause confusion and immobility; the drinker might need help to walk and stand. Over-con-

sumption of alcohol can be fatal. When overloaded with alcohol, parts of the brain will shut down altogether. Breathing and respiration will stop; the drinker will pass out, go into a coma — even die. People do die every year from alcohol overdoses,

some of them teenagers engaged in drinking games, or trying to drink a lot quickly to show off for their friends. ★



Renown
Electric
motors & repair inc.

ISO9002 Registered

“THE POWER BEHIND THE DRIVE”

- New motor sales
- Elevator machine repair
- Dynamic balancing
- Specialty motors
- On site vibration analysis programs
- On site service and repair
- Technical Training
- Machine shop service
- Lift truck and traction motors
- Rewinding all rating of AC and DC motors
- Robotics and servo motors testing and repair
- Eddy – Current drives and clutches
- U-Frame motors
- Transformers – New & Repaired

24 HOUR EMERGENCY SALES/SERVICE



CALL (416) 742-3665

FAX (905) 850-1730

www.renown-electric.com

83 Whitmore Road, Woodbridge, Ontario L4L 6E2



Trauma: Some Answers To Commonly Asked Questions

What Is Trauma?

We all respond to injury in different ways. Trauma is the emotional response when an injury overwhelms us. The injury could be physical, sexual or emotional. Some of the most common traumatic events in the lives of men and women include: physical, sexual assault, including childhood sexual abuse, verbal assault, being threatened with physical or sexual assault, witnessing violence against others, and long-term neglect in childhood.

How Can Trauma Affect People?

Trauma can affect the way you feel. You might experience some or all of the following symptoms: too much emotion, too little or no emotion, depression, feeling hopeless, helpless or worthless, shame, fear, anger, rage, grief, sadness, anxiety or panic attacks.

Trauma can affect your ability to have satisfying relationships with others. You might experience some of the following:

- not knowing how to trust
- difficulty being close to people
- problems in sexual relationships
- fear of others
- isolation and withdrawal
- not recognizing when you are in a dangerous situation
- not knowing how to give and take in relationships
- repeatedly searching for someone to rescue you

Trauma can affect your body. You might experience:

UNION COUNSELLORS' REPORT



BY
Sharron Kehler
Union Counsellor



Steve Bobas
Union Counsellor

- body memories and flashbacks (feeling as if you were reliving the traumatic experience. This can include seeing images, hearing voices or sounds, smelling odours, as well as unexplained tastes and physical sensations in your body).
 - sleep problems, including nightmares
 - physical complaints (e.g. headaches, nausea, stomach aches, pelvic pain, stomach/digestive problems) for which no medical cause can be identified.
 - physical exhaustion
- Trauma can affect the way you think. You may have:
- problems with attention and concentration, confused thinking
 - thoughts that get in the way of daily activities
 - memory problems
- Trauma can affect the way you behave. It could lead you to:
- inflict self-injury (e.g. cutting, burning)
 - engage in addictive behaviours such as self-starvation, binge eating, drug/alcohol misuse
 - constantly look for sexual relationships, or avoid sexual relationships
 - be abusive towards others

People who experience repeated trauma tend to suffer more severe symptoms. Also the earlier the trauma, the more severe the symptoms are likely to be.

Can people "forget" that they experienced trauma and later remember?

Yes! Research has shown that some people "forget" that they were abused or traumatized. Often, when something is too traumatic, it is forgotten but not lost from memory. This is called cellular memory. This is especially so when the source of the trauma is another person. Sometimes, the traumatic event is later remembered. When this happens, the person has often experienced something that reminds him or her of the original traumatic event(s).

For many people who receive mental health services, trauma remains unrecognized as an important factor in their mental distress.

People can and do recover from trauma. If trauma is an issue that concerns you, there are various styles and effective resources for help in the community.

Please seek the assistance of our Union counselling referral offices. Sharron Kehler can be reached at 905-644-4282 or Steve Bobas at 905-644-4283. 🍁

Everyone who wants
to Save MONEY and have Great Wine

AUTOmatically
thinks of

B & B Winemaking

Make a batch (30 bottles)
in our store and get
10% G.M. Discount*

* This offer expires September 30, 2002



The widest selection
The best prices
The cleanest store
The latest equipment
The friendliest winemaker



Call (905) 571-9463
1910 Dundas St. E. #124
Between Whithy & Oshawa

Why The CAW Flying Squads Are Anti-War

FLYING SQUAD REPORT

BY

Dave Ellegett



Looking at the world today must feel in some ways like looking down a tunnel into the past. How did it feel leading up to the First World War? The thoughts and fears running through our grandparents' minds, is it that different today? Do we not feel the same on the eve of another new war? What of the Second War; the creation of more weapons of destruction, did it feel like the end of the world was just around the corner? Then towards the end of the last Great War, the development of atomic weapons and the subsequent use of these weapons of mass destruction can still send a chill through the mind of any rational human being.

Are the thoughts going through our heads that much different today? Are we not hearing of the possible use of nuclear weapons (weapons of greater devastation than has ever been produced)? Have we not begun to feel the pain for those who have died and who will soon die? Do we not stand on the edge wondering when the push will come to send us all over this precipice?

It is exactly because of these questions that we stand up and question the logic of any war regardless who starts it or who joins in.

Who stands to lose the most in any war, you and me. It is always the working people who will have to stand and fight not to mention die. The tragedy here is not in the defense of freedom or the fight against terrorism. The tragedy is how many more lives have to be lost. We say no to this tragic and needless death and destruction.

The question we must all ask is whose freedom are we fighting for, or which of the terrorists must we attack? There is no question terrorism needs to be stopped but again at whose expense? How do we tell a child to forgive when a parent has just been killed in a terrorist attack? How do we convince a child that casualties happen in war when they stand looking at what is left of their parents' bodies after a bomb has been dropped? We can't, we only breed more violence, more terror and more war. Flying Squads say no to all forms of violence, terrorism and war.

For the most part terrorist and world leaders see little if any of the destructive forces that they unleash on the rest of us. They definitely

don't feel our pain, anguish and losses. You cannot end conflict by developing another. That is like using one form of prejudice to combat another. You only create new enemies and more pain. We will never learn to reach out with a helping hand. We will never find true freedom. We will just continue to kill each other, there is no freedom or peace in that.

We live on the brink, probably closer to total destruction than ever before. We must tell our leaders and leaders of all the other countries in the world, that life is the most valuable asset on the earth today and if we are to continue to enjoy it then war is just one of the things we must finally see the end of.

With just this short list you can see why the CAW Flying Squads are against all forms of war. It is never too late to say no. If you feel that

war is not the answer then get out and let yourself be counted. It's time our voices were heard, when we always pay the highest price. ✱



GUS BROWN PONTIAC BUICK LTD.

1201 Dundas St. E, Whitby, Ont.
(905) 668-5846

"For great friendly Parts & Service and Great Price\$\$ please come see us at Gus Brown Pontiac Buick Ltd!!!"

We have Great Hours!!!

Monday to Thursday 7:30 a.m. to 9:00 p.m.
Friday 7:30 a.m. to 5:00 p.m. - Saturday 9:00 a.m. to 2:00 p.m.

Direct PartsLine 668-8853 or 1-888-599-0791

We Honour Your Discount\$\$

**BRING IN THIS AD
AND YOU WILL RECEIVE
AN ADDITIONAL 5% DISCOUNT
ON PARTS ONLY AT PARTS COUNTER**

WE HAVE NASCAR COLLECTIBLES ON SALE



**Goodwrench
Service**



General Motors



**GM Approved
SPANISH
Language
COURSES**

Speak It With Fluency

Daytime and Evening Courses
College/University Students Welcome
We Accommodate Shift Workers

(905) 720-3957

www.tolearnspanish.com

OSHAWA

Pro-active Agreement

Congratulations

We would like to congratulate Mike Shields, Tom Hoar and our Local Bargaining Committee on the excellent contract settlement. We would also like to thank Karen Clark (CAW Ergonomic Coordinator) for the great job in pursuing and attaining our contractual demands.

Negotiations

Heading into the 2002 set of negotiations, our number one goal, from an ergonomic perspective, was to build on our process within the Oshawa Assembly Plants. When we looked at job design, new machinery, equipment and workstations, a pro-active incentive, by all parties, had to be insured.

We were successful in attaining a commitment that will give us the opportunity to oversee the implementation of new work coming into our Plants, which will help to deflect possible concerns or injuries.

Another issue was the implementation of North American Operation policies and initiatives and how they will affect our Plants in the future. Having anticipated some changes coming from NAO, we were able to maintain the current plant practices that have worked in the favour of our members through the years and the ability

ERGONOMICS REPORT



BY
Wayne Combs
Ergonomics Representative



Dean Simard
Regional
Ergonomics Representative

ty to improve standards and thresholds through scientific research.

Safety Talk Video

In June, The Truck Plant Joint Ergonomic Committee released a Safety Talk Video outlining their process and procedures. This video was effective in many ways as it pointed out the responsibility of the Company when faced with an employee's ergonomic concern. The Video has increased the awareness of ergonomics and should help with the response time when a problem arises.



Introduction to Ergonomics

We have had the fortunate opportunity to instruct several of the "Introduction to Ergonomics" courses available at the CAW Family Education Centre in Port Elgin. This course was originally designed to instruct the Leadership of the CAW, but is now available to all members who are interested. It's an informative 40-hour course that will give you insight on the basic principles and risk factors associated with the science of ergonomics. You can apply for this course at the Union Hall. 🍁



CARTIER PARTNERS
FINANCIAL SERVICES

75 The Donway West, Suite 1201
North York, Ontario M3C 2E9
Branch Office (416) 510-1565
Oshawa Office (905) 725-0453



Don Zelisko, CFP
Certified Financial Planner

**Achieving Financial Success & Security
Takes Planning...
And That's Where I Can Help**

Whatever your ambitions, dreams and goals,
Remember this one important thing...
Wishing won't make it so.
But sound financial strategies will.

***So before you invest another dollar in your future
Invest a little time with me.***

RRSP, RRIF, RESP, Mutual Funds, Tax and Estate Planning
Financial Planning Services offered by Don Zelisko, CFP

**While my consultation is free to CAW members
My advice may prove invaluable.**

Introductory Pricing



Lifetime Metal Roofing Systems

**Metal Roofing... the
fastest growing re-roofing
material in the industry
today.**

MetalWorks Steel Shingles

Feature:

- Exclusive "Galva Strength" Steel Construction
- Kynor 580/Hylar 5000 Coating Technology
- Less Weight... More Protection
- A Better Solution for the Environment
- Savings on Energy Costs
- Lifetime Warranty
- Installation 12 Months a Year
- An Investment That Appreciates in Value
- Manufacturing by UAW Local 1825



**For More Information
Call
Ed Pender**

Proudly Serving Durham Region for over 30 years

**440 Hopkins St.
Whitby**

905-666-0018 or 1-800-263-2720
www.bil-den.com

MetalWorks Lifetime Roofing • Mark-Series Windows • Entrance & Patio Doors • Vinyl Siding & Soffits

Truck-Car Hockey League's 26th Season Begins In October

We will be starting the 26th season of our hockey league in October, how time flies. Everyone seems to enjoy playing at the Ice Sports arena, which gives us bigger ice and dressing rooms.

By now our draft will be over and the teams will be picked. Just remember that no player will be asked to play for the Toronto Maple Leafs, so just go out, play hard, have fun, play clean. Last year we had a few problems with players who should have joined the army, not the hockey league.

2002-2003 Truck/Car Hockey League Rules

1. Purpose of League: To provide fun and entertaining hockey to the 35-and-over hockey group, with the emphasis on fun. Any inappropriate conduct towards other hockey players, referees or executives will not be tolerated.

2. Major Penalties: Will be dealt with severely. First major will result in a game misconduct, plus a further two-game suspension. Second major could result in a

suspension for the remainder of the season upon review by the executive.

3. Three minor penalties per game rule in effect. Player is suspended for the remainder of that game only.

4. No slap shots. Period.

5. Your executive consists of the eight team reps plus president Ron Gay and treasurer Eric Smith.

6. Any player who fails to notify his player rep for a missed game will

automatically be replaced for the next game by a spare. Any repeat offence will be subject to league discipline, which may include expulsion.

Until next issue, see you on the ice! ❄️

TRUCK-CAR HOCKEY REPORT

BY
Ron Gay



APPLIANCE REPAIR & INSTALLATION

PROVINCIALY CERTIFIED TECHNICIAN
LICENCED GAS APPLIANCE TECHNICIAN



10% OFF SERVICE CALL WITH THIS AD



Clinic Eyewear



Lorne Sellick
Optician

- Glasses fully covered by your plan
- Same day or next day service
- Prescription Safety Glass - no charge to you
- Eye examinations in the same building

ONTARIO FEDERATION
OF ANGLERS &
HUNTERS



438-1688

Located inside the Oshawa Clinic

117 King Street, East, Oshawa, Ontario L1H 1B9

Are the effects of alcohol, drugs or gambling
turning your life...

Upside-down?

Pinewood Centre is dedicated to helping individuals and
their families with alcohol, drug and gambling
concerns

COMMUNITY SERVICES

AJAX (905) 683-5950
BOMANVILLE (905) 697-2746
OSHAWA (905) 571-3344
PORT PERRY (905) 985-4721

DETOX/CRISIS SERVICES

OSHAWA
(905) 723-8195 OR
1 888 881-8878
24 HOUR PHONE SUPPORT

DESTINY MANOR
RESIDENTIAL FOR WOMEN
(905) 668-1858



PINEWOOD CENTRE

OVER
30 YEARS
OF
CARING



www.pinewoodcentre.org

Shift #1 Truck Plant Ten Pin Tid Bits

September 12th heralded the start of the 2002-2003 ten pin bowling season for Shift #1. It wasn't without a whole lot of fun, as usual!

As in the past, we've lost a few of last year's participants, but again, as in past years, we've managed to gain a few new faces to replace them.

For the second year now, we have a five-pin fund started, for those bowlers interested in getting in on the year-end draw, which saw three \$102 prizes awarded at last year's banquet! It looks like the pot may be just as big this year, if the first night is any indication! There was a resounding thud behind 15 whiffed five pins, to start the season with a bang! Can that big pin (in the centre of the alley) be that hard to hit? Apparently so!

The honour of the very first miss went to one of our new bowlers, Heather Ellis. I have a feeling that she won't miss many more this season!

I guess it's only fair that we mention the other six misses by new members, right Heather?

They went to Beth Tate (one, a return player from a year or two ago), Charlton Bryan (one, a return player from a long time ago

— good to see you out again!), Rob Mchalm two, and Jerry Gora (two, one of my fellow workers from the body shop).

The other eight misses were by the veterans of the league — three by the "Rookies" team (they never let me down!).

Only one 600+ triple was thrown, that by Jim Cassells (603). His first game was a 289. I understand he started the year with 10 straight

TRUCK PLANT TEN PIN BOWLING REPORT

BY **Carl Kemp**

strikes — **wow!** Two of us on the "I Don't Know" squad failed to reach 289 in the first two games! (Of course one of them was yours truly!) I'm still trying to figure out which game is more frustrating — bowling, or golf!

All the teams haven't been set up yet, but by next month's article, things should be well established, and I expect a lot of good things from this group of fun-seeking bowlers.

Until next time, good bowling, have fun, and look out for those five pins! 🍁

BILL SHACKLETON LATIFA NEZIREVIC

Sales Representatives



Call us
for all your
Real Estate Needs

RE/MAX 905-728-1600
1-888-732-1600
SPIRIT INC. bshackleton@trebnet.com
21 Drew Street, Oshawa L1H 4Z8



Not intended to solicit properties currently listed for sale. Each RE/MAX office is independently owned and operated.

CLIFF MILLS

Right here for you!

Right in the heart of

**Local 222, CAW
Territory**

GM Family Program Available

Call Or Come In For Details



266 King Street West, Oshawa, Ontario
436-1500

theblackseabass

Serious about seafood

*Unique, casual restaurant welcomes you
to lunch, cocktail hour and dinner
seven days a week,
featuring an extensive selection
of "Fresh Fish," quality "Seafood"
along with perfected "Prime Rib, Steak
and Buffalo" entrées.*

*We offer an exclusive one-price wine list,
kids menu and express lunch menu.*

Exclusive Offer to CAW Members -
*Present your employee card
to receive a 10% discount off your meal.*

theblackseabass
Serious about seafood

Located at 15 Thickson Rd. N., Whitby
(905) 743-9990
(Beside the LCBO)

FOR SALE

1991 Cavalier Z24, too much new to list \$3900 obo, must see; face cord of firewood \$70, delivered within reason. Call: 905-718-9719

Homeopathic medicine books, bought for graduate level program, never used, will sell entire set for \$550 or individually. Call: 905-723-0182

Single electric blanket, 2-wool blankets, 4-slice toaster, luggage, doll collection International, antique etching, Tibetan boots size 9. Call: 905-723-0182

Furnace, Newmac wood burning, 100,000 BTU, good condition, tools & pipes included \$250. Call: 905-985-7292

UNION VISITS

For those in
Lakeridge Health
Oshawa only,
anyone wishing
a visit by
the Retirees'
Sick & Visiting
Committee
should call
the Union Hall
at 723-1187.
This applies to
both active and retired
members of Local 222.

1997 20' Tantem Jayco house trailer, 4-pc bath, private bedroom, sleeps 5, new air battery spare, electric propane \$13,000. Call: 613-637-2836

Fold-up single bed \$100, hexagon shape, glass top coffee table \$50, picnic cooler/heater with adaptor \$75. Call: 905-728-8426

2.5L motor & transmission from S10 or S15 truck, 1984 S10 truck, 327 motor, in good shape needs little work. Call: 705-277-2019

2 Ultra-Matic beds, each 80"x30", also time-share in Collingwood, skiing country in Ontario, beautiful vacation Inn. Call: 905-697-2688

TV aerial \$10, security system for home or cottage \$50. Call: 905-728-5199

1991 4x4 Chevy pick-up, 305 V8, long box, new brakes, rebuilt engine, asking \$6000. Call: 905-725-3640

New tub enclosure \$80, Sears queen mattress/box spring \$200, bra's for 1990 Isuzu Stylus & Acura Integra \$25/\$50. Call: 905-725-4341

Foldable trailer, full 4'x8', stands on end, easily fits in garage \$300. Call: 905-579-8552

24" Moffat stove, excellent condition \$100. Call: 905-725-0235

Violin, 1/2 size, estimated at \$400 will sell for \$350. Call: 905-725-6940

2 Daytona 500 tickets (more available) at cost. Weekend race package February 15 & 16, 2003. Turn 2, guaranteed row 31 or higher. \$221.50 U.S. ea. Call: 905-434-1934.

Kenkopad magnetic mattress with washable zippered cover \$150, barely used. Call: 905-728-2995

Ford Cargo van E150, a/c, radio/tape, auto transmission, V6, barn doors with windows, 65,500 km, good condition \$16,500. Call: 905-728-8852

Dog cage, 3'x5', asking \$200 obo. Call: 905-434-3908

Kenmore washer & dryer, good condition \$175, imitation fireplace & screen \$35. Call: 905-683-7756

Slide-in truck camper, needs some work, ideal for fishing/hunting camp, make an offer, must be sold. Call: 905-728-8852

Boat; 20' Sunray Ciera, 1998, 205 i/o Mercruiser, cuddy cabin with head, immaculate condition, low hours, trailer included. Call: 905-355-5538

OSHAWORKER Deadline for the November issue is Friday, October 18 at 4:00 p.m.

1986 Yamaha 1300cc, excellent condition \$6000, 1979 Suzuki 850cc \$900. Call: 905-576-9172 before 10 PM

2001 Yamaha ATV Kodiak 400, Ultramatic, 900 km. Call: 905-985-8964

5-pc bedroom suite, double bed, dresser, 4-drawer chest \$200, Lowrey organ \$700, electric start Craftsman snow blower \$300. Call: 905-623-2174

Lawn mower Toro, aluminum deck, rear bag or mulcher, weed eater, 2-stroke, gas lawn trimmer. Best offer on both. Call: 904-430-7442

1987 Pontiac 6000LE, silver, 107 K, good condition, certified & emission tested, \$1495, must sell. Call: 416-266-5011

Pentium 200 MMX, Windows '98SE, 2 gig hard drive, 128M ram, 15" monitor, keyboard, mouse, complete system, name Compaq, asking \$250. Call: 905-666-6670

2 snow tires, fits GM 5-stud, good shape \$200, rifle scope, 3x9 scope chief, new \$200. Call: 905-725-7833

Deacon bench 36x19x20 190, wine cabinet 53"x13"x21" \$210, 3-shelf unit 30"x33" \$55, 30" shelf \$20. Call: 905-434-5052

14' aluminum boat, Starcraft, new seats, no leaks \$700. Call: 905-263-8263

8' truck camper \$600, also 250 XL Honda Endoro \$700. Call: 905-571-2878

Hand knitted children's Fairisle sweaters, Phentex slippers, also cotton dishcloths. Call: 905-728-6062

China cabinet 70x80x18, harvest table, 2 benches 8 1/2' long, 12' boat & trailer, empty brass for rifles & pistols, reloading supplies. Call: 905-723-1340

Above ground pool supplies, new pump, net, vacuum, filter, chemicals & ladder, also sand filter for larger above ground pool. Call: 905-571-4859

THE OSHAWORKER NO LONGER PUBLISHES "FOR RENT" ITEMS

The Rehab Clinic at the CAW Union Hall

Chiropractic Care, Custom-made Orthotics,
Rehabilitation, Exercise Prescriptions,
Auto and WSIB Injuries

1425 Phillip Murray Avenue,
Oshawa, Ontario
L1J 8L4

For appointments call
905-723-1336

No referrals necessary.
Health and Insurance Plans Accepted.

Please Print Your Ad Below:

1. _____ 2. _____ 3. _____ 4. _____ 5. _____
6. _____ 7. _____ 8. _____ 9. _____ 10. _____
11. _____ 12. _____ 13. _____ 14. _____ 15. _____
16. _____ 17. _____ 18. _____ 19. _____ 20. _____

Phone #: _____ Name: _____ Serial #: _____

NOTE: THERE IS A 20 WORD LIMIT (ONLY), NON-BUSINESS AD, ONE AD PER MEMBER

ELIMINATE Chronic Pain

Modern technology combined with Acupuncture for effective pain relief

Tired of taking toxic drugs and wasting money
on expensive and time-consuming therapies?

Acuhealth offers quick, effective pain relief right at home

- Total or significant pain relief in 80% of patients
- Safe and easy to use
- Effective on most types of pain
- Video and support line for maximum benefits
- 100% Money back guarantee

*"Two
years ago,
a miracle to our
lives arrived with
the acquisition of
the Acuhealth.*

*From headaches
to toe injuries, it
has proved to be
amazingly effective
and invaluable.*

*...This is the
medicine of
the future.*

Kathryn Freund

*"I'm impressed with the response of some of our
patients to the Acuhealth, and believe it goes
beyond the scope of current physical therapies."*

Dr. Gordon Ko (MD), Sunnybrook Health Sciences, Toronto

**Cost is covered
100% by CAW health
insurance**

**Free pain treatment
at our Toronto Clinic.**



For a FREE, no-hassle information package, call:

1•800•567•PAIN (7246)

Acuhealth, the new science of pain management

2 snowboard's, boot's & bindings asking \$125 ea. Call: 905-434-6103

Cement floor finisher, trailer hitch for GMC mini van Safari/Astro. Call: 905-430-1664

Washer \$225, dryer \$125, girl's Supercycle \$35. Call: 905-728-9203

1984 Chevette for parts, 2 tires P225-60-R16 on GM rims \$60, manual push lawn mower \$50. Call: 905-263-2585

1990 Yamaha 350 Warrior ATV, excellent condition, new battery & rebuilt starter, reverse, well maintained \$2800. Call: 905-404-8271

1991 Rally STX van, 35,000 km on new motor, certified & emission tested, exercise equipment, ski & row machine. Call: 905-576-1512 or 905-668-4225

7-bedroom winterized cottage, near lake, hardwood, 25 acres, best offer. Call: 705-645-3711 or 905-728-4845

Musical instruments with cases, mint condition, reasonable prices, fiddle, electric organ with stand & seat, auto harp, mandolin, button accordion. Call: 905-571-2243

Large cast iron stove \$300, twin padded headboard, comforter, dust ruffle & pillow sham \$75. Call: 905-728-9871

Certified 1988 Pontiac 6000, asking \$1200. Call: 905-579-0127

Oak dining suite; 4 chair's, hutch, leaf, \$700, King Coil chiropractic bed chesterfield \$250. Call: 905-728-4035

Heavy duty snow blower, 26", 8 hp engine, headlamp, electric or manual start, excellent condition \$675. Call: 905-579-1402

62 acres, 3-bedroom bungalow, hardwood floors, basement apt, attached garage, acreage has bush & field, Adawasko Valley. Call: 613-756-2181

Stacking apt size Inglis washer & dryer, good condition \$300. Call: 905-683-1222

Upright Frigidaire freezer, 16 cu ft, asking \$100 obo. Call: 905-723-3089

Antique ash dining room table, 1-leaf, excellent shape \$780, china cabinet, medium stain, doors, 4-shelves, \$350. Call: 905-623-9846

Oak barrel table, 36" round, top opens, use as storage/liquor cabinet, 4-barrel swivel chairs by "Keg Kraft." Call: 905-263-8239

Elvis' last record, red 45" side-A "My Way", side-B "America", only 100,000 released world wide, only 10,000 released in Canada, make offer. Call: 905-728-5879

1994 Ford Mercury Topaz, 1998 GMC Safari, 1979 Corvette. Call: 905-442-0074

Dining room set, table oval shaped, leaf, 4 chairs including arm chair \$500, solid "cherry wood" bottom china cabinet, glass doors \$1000. Call: 905-434-6450 after 6 PM

YMCA 5-year family membership, won as a fundraiser prize, asking \$3000 valued over \$10,000. Call: 905-725-4909

GE sub compact microwave oven \$40. Call: 905-697-9099

1977 Monte Carlo, like new, 52,000 miles, all original equipment, 1-owner, excellent mechanically, needs some bodywork. Call: 905-720-3331 or 905-243-3331

1989 Ford Econoline Minibus, 89,000 km, 2-basket fryers, 2-burners, grill, \$5000 obo. Call: 705-887-5014

Lakewood Cottage wood stove \$200 obo, electric lawn mower \$25, portable basketball net \$50 obo. Call: 905-576-8968

1976 Kawasaki KZ900 custom, mint, low mileage, Argo 6-wheel Amphibious ATV, snow tracks, cover, outboard, bracket, excellent for hunt/fish. Call: 905-243-3116

ATV 2001 Honda 350 cc, fourtrax, rear seat, foot pegs, excellent shape, low km, asking \$5500. Call: 905-349-3102

1990 full-size GMC Jimmy, 4x4, 350, new tires, air, pw/pd, full spare, black/gray, front tow hooks, emission tested, \$6500. Call: 905-668-9010

12' Lund 9.9 Johnson \$800, 20' Crestliner Cruiser, 305 engine, 228 hp out drive Mercury, excellent condition \$7000, deep & wide. Call: 905-985-0235

CAW CO-OPERATING LAWYERS

in
COBOURG and PORT HOPE

Allan McCracken

Cobourg (905) 373-0233
Port Hope (905) 885-2451

CLINIC HEARING AID CENTRE

111 King Street East
Oshawa, ON
(Next to Oshawa Clinic)
905-721-3536

*Complete Hearing Aid Services
Call for an appointment today*

- Complete counselling on hearing instruments
- Assistive listening devices
- All hearing aid makes including the latest technology of digital hearing aids
- Custom protective ear plugs and swim plugs
- 60 day trial period on all hearing aids
- Hearing test arranged with audiologist
- Registered with ADP, Clarica, Liberty Health, WSIB and DVA/Blue Cross

SHOPPERS



Home Medical Supplies & Equipment

- Back Care Products
- Supports & Braces
- Compression Stockings
- Wheelchairs, Canes, Scooters, Walkers
- Bathroom Safety Products
- Aids For Daily Living
- Liftchairs
- Incontinence and Ostomy Products
- Home Diagnostic and Therapy Products
- Sports Medicine

Sales - Service - Rental

ADP/WCB/Greenshield/Liberty Health Vendor

Kendalwood Park Plaza
1801 Dundas Street East, Whitby
(905) 579-5300 or toll free 1-877-727-4441

Caring for the people you care for™

1 yr old battery operated lawn mower, still has 2-yr warranty, negotiable. Call: 905-728-3408

"Crager" 15" chrome rimes & tires for Chevy's, excellent shape, standard front with new tires, rear offsets, good rubber \$550. Call: 905-436-2637 or 905-260-6664

1991 Sunbird, runs well, needs 2 tires, 160,000 km, \$600 obo. Call: 905-404-9694 after 6 pm

Steel lamppost 30 ft \$50 obo; orthopedic double mattress/box, \$90 obo; single mattress, firm and clean \$60; vacuum \$15. Call: 905-728-9834

2000 (2) Skidoo Gran Touring 2200 km, mint, loaded extras; 2000 Easton enclosed trailer, 12', asking \$14,900. Call: 905-723-3164

Duncan kiln settings for ceramics, porcelain and stoneware, good condition \$475 obo; 1990 Pontiac Sunbird LE, 2L, fair condition, \$850 obo as is.

1988 Cavalier, runs, as is, computers, 110 volt motors, relays, dishwasher, mirror, door 32x80, meggar tester, potlight, 200 amp. Call: 905-725-8675

1997 Travelaire Presidential 38' trailer, sleeps 6, 4 pc bath, 40' deck, 36' hard roof, shed, lawnmower, barbecue, Goreski Park, \$44,500. Call: 905-377-9284



DHS
Health Care
Service



Oshawa, Ontario

24 HOURS • 7 DAYS PER WEEK

NURSING SERVICE HOMEMAKER SERVICE

- Client Escort
- Staff Relief
- In Home Foot Care
- Palliative Care
- Light Housekeeping
- Meal Preparation
- Personal Care
- Care Giver Relief

MainStreet Messenger®

1-800-461-6756
905-571-1511

MEDICAL ALARM EMERGENCY
RESPONSE TELEPHONE SYSTEMS

There Is Another Choice!



SAAB



ISUZU

Go Farther

SSI of Pickering



A Different Kind of Company. A Different Kind of Car



OPTION 1 AVAILABLE ON SATURN — SAAB — ISUZU

WE WANT TO EARN YOUR BUSINESS!



WE ALSO HAVE A GREAT SELECTION OF PRE-OWNED SATURNS

980 KINGSTON RD., PICKERING ON

TEL: (905) 839-6159

WATTS 1-800-327-5618

Saturnofpickering@saturncanada.com



we're closer than you think!

PICKERING TOWN CENTRE	LIVERPOOL RD.	HWY. 401	WHITES RD.	HWY. 2

Employee Counselling Program

NEW LOCATION!

Located at

850 Wentworth Street West,

Union Counsellors work in confidence to assist you and your family to solve any type of problem. This program is also available to spouses and retirees.

Your Union Counsellors



Steve Bobas
644-4283



Sharron Kehler
644-4282

Child's size bed, shaped like a race car, takes a single size mattress, \$150 firm. Call: 905-725-7781

1990 Jimmy, 4 wheel drive, 4.3 engine, good mechanical condition, needs some lower body work, lady owned, \$2500 obo. Call: 905-725-3719

26' Dupont steel boat, 1959, twin straight 6, grey marines, velvet drive transmission, camper top, standup head, v-berth, \$3750. Call: 416-996-7907 Doug

Dining room suite, maple, 4 chairs, table, 2 leafs, hutch/buffet, \$1200 obo. Call: 905-668-7977 after 5 pm

Frozen yogurt machine \$1000; hockey equipment, size 6 with itech helmet boys size 2; tap shoes, used twice. Call: 905-725-1897

12 cu ft freezer \$125; humidifier \$30; Lane cedar chest \$200; dining room table, 4 chairs \$200; bench press 160 lb weights \$200. Call: 905-435-0575

12 volt 4x4 Kawasaki Powerwheel, made by Fisher Price, mint condition, asking \$200. Call: 905-404-9332

36" round pedestal kitchen table \$30; 10 chrome kitchen chairs, suitable for cottage, \$1 ea. Call: 905-728-7727

Windshield wiper motor Dodge Aries, brand new, \$40; sliding closet doors, fits 48", hardware included, \$25 per set. Call: 905-404-8621

12 ft aluminum boat, heavy duty with 3 pairs of seats, wide and deep, excellent condition, \$900 obo. Call: 905-294-2855

Invisible dog fencing, 1000 ft of wire, 2 transmitters, one collar plus flags, all brand new never used, \$300 obo. Call: 905-579-3538

Knitted baby set, \$15, washer and dryer, \$225 each, good working condition. Call: 905-725-9390

Cedar fence posts, 4", 5" 6" and up, \$3 and \$4 ea. Call: 905-786-3075

Box liner and tonneau cover for 1999 GMC Sonoma, 3 door pickup, \$400 obo. Call: 905-579-2529

Tandem trailer, excellent condition, asking \$850; regular trailer \$550. Call: 905-623-6470

10 sidewalk slabs, 24"x30", \$2 each. Call: 905-728-0731

Indian crafts, pictures, jewelry, stamps, antiques, Yamaha organ, hockey coins, Gretzky pucks, Simpson sets, old view master Lord of Rings. Call: 905-623-2990

3 door fridge, solid ceramic elements stove, self cleaning oven and range hood, almond colour, perfect working condition \$650 obo. Call: 905-432-3322

2 trailer tires, 1 GM tire and wheel, walk clock on cypress root, skill saw, portable electric typewriter. Call: 905-725-6760

Golf bag with 10 different clubs \$25 and ball retriever, bag in excellent shape. Call: 905-728-6804

10" Craftsman radial saw, \$400 obo. Call: 905-576-7857 after 3 pm

Plastic skis to fit 1990-1999 Skidoo and Mach 1/MXZ with woody carbide and easy steer \$60 obo; Peg Perego stroller \$100; 24" stove \$75. Call: 905-987-5497

Farrier equipment, anvil, forge, aprons, nippers, knives, pullers, foot stand, tool box. Call: 705-944-5872

Fridge and stove, like new, reasonable; dryer, good working order, \$75. Call: 905-725-1937

Kitchen table, 4 chairs, nearly new, also 2 lounge chairs, large antique table lamp, electric organ, bench and lamp. Call: 905-985-8146

Yamaha SK100 electronic organ, bench, \$900 obo, like new. Call: 905-728-9612

Almond Viking stove, \$100, student desk \$20, sectional office desk \$50, men's roller blades, size 11 \$35. Call: 905-721-8582

Pair of running boards to fit Yukon \$120. Call: 905-576-1029

Beauty manufactured home, fully furnished, small park, large lots, 2 bdrm, 2 bath, between Orlando, Tampa, Winterhaven Florida. Call: 705-786-1291 or 705-786-1299

Harvest gold stove, 30", self-cleaning black door, excellent condition, \$75 obo. Call: 905-723-5460

CROWN MAINTENANCE INC.

OUTDOOR POWER EQUIPMENT • SALES & SERVICE

Factory Authorized Service Centre



Parts, Sales and Service To All Makes

1250 Terwilliger Ave., #7, Oshawa Ont L1G 7A6 (905) 724-8247

• NEW • USED • CONSIGNMENT



Scooters



Lift Chairs



Walkers

• SALES • SERVICE • RENTALS

- Scooters • Lift Chairs • Aquatec Bath Lifts
- Wheelchairs • Walkers • Porch/Stairlifts
- Wheelchair Lifts • Home/Hospital Beds
- Bathroom Aids • Aids for Daily Living

Registered Vendor:

ADP, WCB, VAC and Green Shield

MEDICHAIR

110 Dunlop Street E., Whitby, ON, L1N 6J8
Ph. (905) 666-5001, Toll-Free 1-800-465-5028



GENERAL BEARING SERVICE

10 Sunray St., Unit #16

Whitby, ON

Tel. (905) 668-9400 or 1-888-827-5882

Fax (905) 668-6310

Bearings, Belts, Chains, Sprockets,
Greases, Casters & More!

For all Types And Makes

(Industrial & Public sales)



100% Canadian
Owned & Operated



Boat, 14' aluminum, excellent condition, \$700 firm. Call: 905-263-8263

Boat, motor and trailer, Springbok 12', navigation lights, oars, Evinrude 10 hp, new water pump, \$1100. Call: 905-721-0330

Double stroller \$60, single stroller \$30, remote control car \$20. Call: 905-571-7532

2001 Jeep TJ 4.0L Anniversary Edition, 6 cyl 5 spd 21 km, dual tops, AM/FM/CD, tow pkg, buy out or take over lease, excellent shape. Call: 905-579-7314

1993 brand new canvas top for Suzuki/Sunrunner, light green \$1200 obo; metal folding sign stands; metal fire-place screen w/tools. Call: 905-433-8871

18 speed mountain bike, men's, brand new framed wall pictures, women's winter coats, new, used, sizes 7-16, sweaters. Call: 905-432-7835

Bike derailleur, new Williams treadle sewing machine, Toledo weight scale; microwave; Oldsmobile 15-in spoke wheel disks; skis, boots, antique trunk. Call: 905-728-4481

Sears Craftsman 10" 15-amp compound mitre saw, includes dustbag, extensions, stop block, hold down clamp, excellent condition \$200. Call: 905-723-4356

1974 20' Prowler trailer propane/electric furnace, water heater, range, fridge, 12 volt lighting, water system, sleeps 6, \$3000 obo. Call: 905-987-1365

Side by side fridge \$600; large freezer \$300; dog run 13x7.5x6 \$150. Call: 905-623-9427

Polaris snowmobile 1995 440 Indy, excellent condition, house security system, workout bench, large dog cage. Call: 905-436-8783

1996 Ski-doo Formula S 380, studded carbides, thumb and hand warmers, 5700 km, excellent condition, must be seen \$2995 obo. Call: 905-579-0234

Galbocca, one piece tub wall, 59" high, bone colour, new in box, \$70. Call: 905-579-2978

1993 Grand touring 580 cc, reverse, studded, thumb and hand warmers, backrest, 11,700 km, good runner, good condition, reliable, asking \$2000. Call: 905-683-4062

1994 Grand Prix SE new motor, loaded, \$4800 as is, \$5300 certified; 1992 Wildcat 700cc twin, fresh top end, very fast, good condition \$2500. Call: 905-373-4398

Prefinished hardwood floor, maple, rustic colour, select and better, 7' long x 2 1/4, 5 sq. ft. paid \$8 and tax, asking \$5 per sq. ft. Call: 905-431-7078

Jet pump, 1/3 hp and pre-pressurized water tank, 8 years old, asking \$100. Call: 905-697-8423

11' Crawdad and 4 hp Johnson, seats, life jackets, gas tank, oars, motor runs well, \$750. Call: 905-725-6991

Purebred pugs, beige, only two left, \$650. Call: 905-721-8096 Chris

Have You
HEARD?



JACK VLAD
M.A., Reg. CASLPO
Audiologist

AN AGE-OLD PROBLEM

Prior to the dawn of the industrial age, hearing loss was viewed largely as an age-related condition. Presbycusis, as it is known, is not only caused by physiological aging, but it is also the result of accumulated stresses caused by noise. Consider the fact that, among some African tribes, the elders have nearly perfect hearing, owing to the fact that they are subjected to very little other than natural sounds. Standing in stark contrast to this quiet environment are our children, whose ears are assaulted by various forms of audio equipment. As a result, they may well experience hearing loss that was once only associated with older individuals. With this in mind, parents should have their children's hearing evaluated regularly.

You don't have to be a techno-wizard to understand that today's innovative hearing instruments are more capable than ever of enhancing the ability to hear sounds that once were inaccessible to the hearing impaired. Is your hearing not quite what it once was? Do you have a family member who is retreating into loneliness because of loss of hearing acuity? Please call us at the clinic most convenient to you for an appointment for a comprehensive hearing test. Our testing equipment is state-of-the-art, and our services friendly and thorough.

**PATIENTS CAN BOOK AN APPOINTMENT BY
PHONING ONE OF THE FOLLOWING
OFFICES.**

OSHAWA
142 Simcoe St. N.
(905) 579-2251

TORONTO
(East York)
821 Coxwell Ave.
(416) 465-4897

PETERBOROUGH
304 Bellevue St.
(705) 749-9180

AJAX
95 Bayly St. W.,
Suite #200
(905) 686-3900

MARKHAM
(Ashgrove Medical Centre)
6633 Hwy #7 E, Suite #107
(905) 471-4479

FOOT PAIN IS NOT NORMAL!

*Orthotics may be the answer to relieving the pain,
but can you be sure that you are getting the
best devices for your feet, legs and back?*



Joseph Schneider, D.Ch., B.A.A.
Former Council Member of
the Ontario College
of Chiropractors,
Author, Lecturer

Orthotics are not regulated by the government! That means anyone can claim to be an expert and provide orthotics.

You can be sure of receiving the best possible product if:

1. The practitioner is licensed.
2. A full biomechanical exam is conducted.
3. Plaster casts of your feet are made.
4. An accredited orthotic laboratory is used.

*Don't pay for a Caddy
and walk out with a Lada!*

For your convenience, our office has
direct billing for Green Shield insurance.
Early morning and late evening hours
are available.

Call today for an appointment.

GLAZIER MEDICAL CENTRE

11 Gibb Street, 905 728-FOOT (3668)

1990 Jeep Cherokee, white with tan leather, 295,000km, new gas tank, alternator, low km on tires, brakes good, needs rear main seal, holes in rockers, bo. Call: 905-983-5405

Lawnmowers, 5 gas, 1 electric, repair or for parts, Lawnboy, Viking, Mastercraft, make offer; exercise stepper, excellent shape, \$25. Call: 905-571-1274

1987 S10 4 cyl 4 spd, 193 km, as is, new clutch, new shocks, with cap, \$1200. Call: 905-723-1367

FIND THE CONFIDENCE TO BE YOURSELF.

FACT IS,

Breast prostheses and medical bras are covered by your Green Shield extended health coverage.

Durham Medical
The Caring Professionals

92 Simcoe St. N., Oshawa, Ontario, L1G 4S2
728-1112

1983 Celebrity A-1 shape, 2 door \$400; microwave stand with shelf, 2 door cupboard, \$30. Call: 905-986-0482

Downsizing moving sale, furniture, appliances, shelves, home gym, exerciser, oil paintings, dishes, books, mirrors, various household items. Call: 905-728-2764

Timeshare in Puerto Vallarta Mexico, studio unit, prime time, week #50, \$1500 obo. Call: 905-430-7968 Dan

1991 Cavalier \$900 as is obo; heavy duty wood chipper \$125 needs 5 hp engine; N65 and 12 games; Playstation and 15 games, controllers \$225 ea Call: 705-328-9566

1989 Dodge Spirit 4 door, 6 auto, pw, pb, as is \$600. Call: 705-277-2327

1997 Cavalier, new motor, 63,000 km, 1 year warranty left, \$8000; 2 cabinets 40" x 24" x 80" \$250 ea. dinette table, 4 chairs \$200; brown fridge, stove \$200. Call: 905-436-9950

Trailer, custom made, 4x8, 14 wheel, asking \$650. Call: 905-723-8901

1995 Yamaha V-max 600, h & t warmers, heated visor hookup, custom decals, extra shield, plastic ski-skins, 4500 mi, cover \$3100. Call: 905-433-0330

Tonneau cover for S10 truck ext. cab \$175; trailer hitch \$75, both one year old, excellent shape. Call: 905-571-2540

2001 Sonoma ext. cab 3 door, 60,000 km, boxliner, tonneau cover, air, tinted windows, trailer hitch; also one for 97 full size pickup \$17,500. Call: 905-576-7126

Bunk beds, top single, bottom double, complete with mattresses, \$150. Call: 905-723-5921

1995 Suzuki Sidekick, 4 door, 5 speed standard, air, pw, power brakes, \$6000 obo. Call: 905-440-5209

Fiberglass cap and tonneau cover for GMC short box \$1000 firm for both. Call: 905-697-0813

Toastess turnover toaster \$20, Underwood portable manual typewriter \$20, both like new; antique gate leg solid walnut table \$225. Call: 905-728-1528

1998 Montana ext. fully loaded, mint, available November, 4 Hercules S-tires, P215-60/R16, perennials \$2 each, 75 gal aquarium, equipment included. Call: 905-263-2086

Holley carb \$50, set of 4 truck tires and rims, chrome mags \$750 obo. Call: 905-720-2480

GE washer and dryer, matching almond set and 2"x36"x80" brown storm door. Call: 905-432-0033

Brittany spaniel pups, male and female; 1980 Chevy half ton; 1987 Camaro; 1986 Ford wagon, all or parts thereof, king pigeon. Call: 905-728-7200

1983 Caprice Classic, \$800 as is. Call: 905-665-0960

Treadmill, 1.5 hp, variable speed 0-8 mph, electronic monitor with pulse meter, works great, \$425 obo. Call: 905-985-3789

Oak dining room table, 4 chairs, 2 arm-chairs, asking \$950 obo. Call: 905-623-1223

8 bolt Chev rims, 8", \$200; box trailer 6'x8' \$450. Call: 905-725-7965

2.8L MP1 engine out of Pontiac 6000, excellent condition, 162,000 km, will sell for \$350. Call: 905-579-0247

2002 GMC Sierra truck seats, front buckets, new, black cloth, \$300. Call: 905-723-6969

10 in. radial saw, Sears model 113.19920C, like new, \$550. Call: 905-725-7630

Fleetwood 3-way combination black and white TV; Sears 26 in. colour TV, large cabinet, both cabinets in excellent condition. Call: 905-723-6589

Lawnmower, Mastercraft 3.5 hp, self-propelled, rear bagger, \$100; 7 pc. patio set, glass top \$250; Bissell carpet cleaner \$150. Call: 905-404-0542

1992 Suzuki 300 4x4 ATV, runs great, excellent shape, no cracks in plastic, \$3000 firm. Call: 905-355-3320

Motorcycle, 1999 Honda 900 Fireblade, like new, 21,000 km, carbon fibre header, new brakes, bulletproof sport bike, \$8000 obo. Call: 905-576-5771

BF Goodrich snow tires, P-205-R75 15" white letters \$50 pair; GM pickup box rails \$30; 10" table saw \$100. Call: 905-435-0183

1989 GMC truck 3500S, emission tested, 1 ton, 454 motor, 165 km, 6 new tires, AM/FM/cass, much more, 4 wheel drive, \$10,000 obo. Call: 905-263-4235



RE/MAX
Country Classics Ltd.
Independently Owned and Operated
64 Hastings St. North
Bancroft, ON K0L 1C0

"Get the Best Working for You"

Anne Harris

Sales Representative

1-800-663-4193

1-613-332-0444

email: aharris@northcom.net



BANCROFT

COTTAGE COUNTRY

Your 4 Season Playground

You'll love the very nature of it.

We're out, but not "far out".

Still Affordable Retreats & Cottages.



Emma Kearns

Sales Representative

1-800-663-4193

1-613-339-2733

email: thewop40@hotmail.com

CLASSIFIEDS

Free Newmac furnace, wood and electric, used only 5 years; Smith-Corona electric typewriter \$50. Call: 905-985-0267

1963 Evinrude 28 hp Classic, like new, low hours \$700 obo; 14' aluminum boat, trailer, wide/deep 25 hp rating, gas tanks, best offer. Call: 905-623-4807

1997 GMC Safari, loaded, excellent condition, dealer maintained, certified, \$11,500 obo. Call: 905-723-7300

Imitation fireplace, Christmas tree, Mickey Mouse tree decoration, stationary bicycle exerciser, \$25 the lot or separately. Call: 905-430-8694

Arc welder with 1/3 hp air compressor \$100; power saw, 12 amp, 7 1/2" blade \$45. Call: 905-436-2493

Woodstove, used 1 season, purchased new; brake pads, h/d shocks, sending unit, etc. for 1985-93 Vandura; range hood w/fan, light. Call: 905-623-0755

1993 Golden Falcon 38' park model, 2 bdrm, 4 pc bath, 1 tipout, air, 30'x10' deck, shed, patio furniture included \$20,500. Call: 905-579-1108

1997 Honda 4x4 ATV, new \$7000 asking \$5000 used 50 hrs; gold clubs, new over \$1000, used 1 summer, \$300. Call: 905-725-8046

Treated lumber, precut for privacy harbour around hot tub, 8'x8', 7' high, cost \$220, sell \$120. Call: 905-655-5554

Typewriter, electric portable, Sears Celebrity power model, case included, \$75; small pile firewood, softwood, \$30. Call: 905-571-2027

18' Princecraft, 50 hp Merc, 48 lb Minnkota, fishfinder, downriggers, bilge, new carpet, trailer, \$4500; 31' Terry Taurus sleeps 9, awning, deck \$9000. Call: 905-697-0776

Dog run, 6'x6'x12', professional grade, hot dipped galvanized \$350; Vari dog carrier \$50. Call: 905-725-0227

RCA 60" colour TV purchased April 1993, excellent condition, asking \$950. Call: 905-579-2933

Aluminum window with sliders and louvers, good condition; oil stove with 200 gal. tank, good for garage or workshop. Call: 905-728-6165

Barbecue, 2 burners, tank, cover \$30, TV antenna best offer; fireplace glass door best offer; chimney damper complete \$5; gas welding cutting set \$30. Call: 905-723-3197

Solid mahogany dining room suite; table, 6 chairs, buffet, hutch and sideboard, excellent condition \$2800 obo. Call: 905-355-2303

Osburn airtight wood burning insert, wolf etching on glass door, excellent condition, \$600. Call: 905-571-1656

1983 Cadillac Sedan DeVille, little to certify, recently E-tested, solid body, restorable, good for winter, \$900 obo. Call: 905-983-9825

WANTED

6 ft patio door in good condition. Call: 905-728-3770

Arc welder, 220 volt with approx 230 amp output complete, reasonable price. Call: 905-665-1075

Roto-tiller, must have vertical shaft motor. Call: 905-786-2546

Mercury 9.9 outboard boat motor, also Gibson banjo reasonably priced. Call: 905-434-6482

60-75 hp Johnson, mid-70s, for parts only. Call: 905-723-5921

Waterskis, wakeboard, slide, diving board, good woodworking equipment. Call: 905-723-3164

14' aluminum boat and trailer; patio slabs. Call: 905-728-9633

Coleman tent trailer. Call: 905-576-3661

Older car, truck, tractor, skidoo, outboard motor, motorcycle manuals, older tools, Coleman camping equipment in good condition. Call: 905-697-2304

8 ft box crank-up hard top tent trailer, in good shape, must have fridge, stove, furnace. Call: 905-723-6989

Used 20 ft. cargo trailer. Call: 905-697-0813

Big John downrigger, must be working; also Gibbard furniture. Call: 905-623-4003 Shift #2

BAXTER'S HAIR REPLACEMENT WIGS

- Large In-Stock Selection of Ladies Wigs
- Private Rooms
- Green Shield coverages & other carriers

We Specialize in Chemotherapy & Alopecia

905-725-1652

260 King St. E, Oshawa Toll Free 1-866-841-9550 www.baxterswigs.com

Mortgages

No Worries

No Fees

Best Rates

and

We do the job for you

We deal with more than 30 Banks & Financial Institutions



Mary Javdan
Your Mortgage Specialist
(905) 471-4077

Give us a call! You won't lose!

(5-Year Fixed Rate)

5.49%

120-Day Commitment

All Interest rates and offers may change or discontinue without notice & are subject to credit approval.
ACE Mortgage Centre Inc., 37 Main St., Suite #203, Markham, Ont. L3P 1X4 Tel. 1-905-471-4077 Fax 1-905-471-9577



CLIFF MILLS MOTORS

PHONE 723-8105

266 King St. W. Oshawa



FOR ALL THE NEEDS OF YOUR G.M. VEHICLE
MAKE YOUR CHOICE
GENERAL MOTORS PARTS!

Before You Buy – Check Our Prices

Monday to Friday
7:30 a.m. – 5:30 p.m.

Saturday
8:30 a.m. – 1:30 p.m.



Goodwrench
Service Plus

5-Year STEP-UP Term Deposit Rates that

Soar!

Look up, up, up...

for our 5-Year Step-up Term Deposit and its rates* that are certain to amaze you...

AWCCU's 5-Year Step-up Term Deposit gives a 4.79% effective yield (i.e., over the five years) and you can cash it in on each anniversary date.

What are you waiting for?

*Call or visit the Credit Union
to sign up today!*

**Interest rates are subject to change without
notice, but will not affect locked in deposits*

Watch the pre-determined rates increase each year:

Year 1	2.00%
Year 2	3.50%
Year 3	4.50%
Year 4	5.00%
Year 5	7.00%



Auto Workers Community Credit Union

For more information call **905-728-5187**, toll free **1-800-268-8771**
visit us at www.awccu.com or come into your nearest branch,
Oshawa: 322 King St. W. L1J 2J9 Bowmanville: 133 King St. E. L1C 1N6



CAW TCA
LOCAL 222
Meetings

The **GENERAL MEMBERSHIP** meeting is held
the first Thursday of every month at 4:00 p.m.
except July & August.

The **GENERAL MOTORS UNIT** meeting is held
the third Thursday of every month at 7:30 p.m.
except July & August.

CAW FAMILY AUXILIARY meetings are held
the first & third Tuesday of every month at 8:00 p.m.
except July & August.

The **RETIREES' CHAPTER** meeting
is held the first Monday of every month at 1:00 p.m.
except July & August.

The **OSHAWA AREA SKILLED TRADES COUNCIL** meeting
is held the fourth Thursday of every month at 4:00 p.m.
except June, July, August and December.

**ALL
MEETINGS
ARE HELD AT THE
CAW LOCAL 222 HALL
1425 PHILLIP MURRAY AVE.**